AFL-CIO NEWS

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IN CONGRESS

**Labor won** some important legislative victories during the opening session of the 102nd Congress, but much unfinished business remains when Congress reconvenes this month.

**See Pages 2-3.**

# Labor breaks with timid health care panel

## *Studies illustrate mounting crisis*

**By Colleen M. O'Neill**

Labor representatives to a commission appointed by the Bush administration to study health care sharply attacked the panel's call for further studies and a reform plan that would be ready "by the next century."

The criticism of the Bush commission came amid mounting evidence that the health care crisis demands immediate action. That evidence includes a study by the AFL-CIO Department of Employee Benefits that shows the rising cost of health care crowding out employer funding for other benefits, including pensions.

Meanwhile, the Commerce Department reported that health care expenditures are expected to climb to a record 14 percent of the nation's goods and services in 1992 and Families USA reported that the cost of health care for families will rise 439 percent from 1980 to the end of this decade.

Dissenting from the majority report of the 13-member Social Security Advisory Council were Service Employees President John J. Sweeney, chairman of the AFL-CIO Health Care Committee, Karen Ignagni, director of the AFL-CIO Department of Employee Benefits, former Social Security Commissioner Robert Ball and former Labor Secretary John Dunlop.

"In essence, the council urges us to buy some new furniture for a house that is on the verge of collapse," the four said in a minority report. "The more urgent task, we suggest, is to rebuild the house."

That house has fundamental weaknesses, as suggested by the AFL-CIO study of compensation packages from 1970 to 1989. Rising health care costs have forced employers to increase their outlays for private health insurance while decreasing the percentage of funds going to private pensions. Even when Medicare is added to health benefits and Social Security included in pension outlays, the trend remains the same.

For instance, an employer in 1970 spent about 10.7 percent of total employee compensation on all benefits. Of that, approximately 2 percent went toward health costs, 3.9 percent for retirement and 4.8 percent for such benefits as Medicare, Social Security and others required by law.

In 1980, that employer's spending on benefits had risen to 16.1 percent, with 3.6 percent going for health costs, 5.8 percent for pensions and 6.7 percent for other benefits.

By 1989, however, the positions of health care and pensions had reversed, with 4.7 percent going for health costs and 3.9 percent going toward pensions. The overall spending had risen to 16.3 percent.

The study has ominous undertones for today's workers, who increasingly

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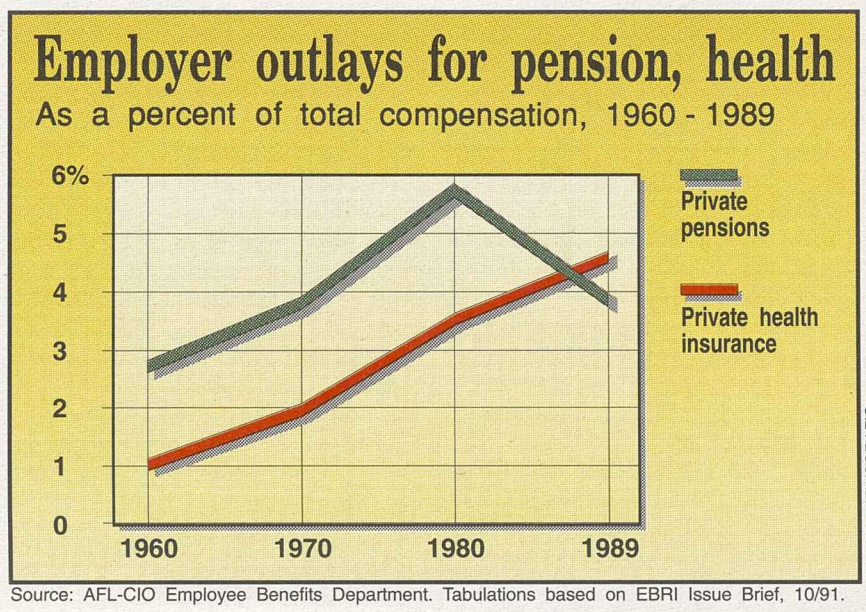


Source: AFL-CIO Employee Benefits Department. Tabulations based on EBRI Issue Brief, 10/91.

Tom Matthews/Photography Associates

**Some 50,000** construction workers, many of them unemployed, took to the streets of New York City Dec. 19 to protest bureaucratic delays in the city's rebuilding projects that have cost thousands of jobs. The workers, carrying signs reading "Rebuild America," marched across the Brooklyn Bridge to City Hall to demand action that would put people back to work. Mayor David Dinkins said in a statement that he shared the workers' frustration, calling on President Bush to finance an "anti-recessionary" agenda to create new jobs.

# Unions ready major volley in S. 55 fight

**By Muriel H. Cooper**

Fortified by an outpouring of community support for striking workers who have been "permanently replaced," labor enters the new year prepared to press for passage of S. 55, the Workplace Fairness bill.

The Workplace Fairness bill, passed overwhelmingly as H.R. 5 in the House July 17, would outlaw the practice of hiring "permanent" replacements during a strike.

A "toys and turkeys" campaign, coordinated by the AFL-CIO Community Services Department, focused attention on the plight of the "permanently replaced" workers while providing holiday cheer for more than 3,400 workers and their families in 19 key cities. More than $100,000 worth of toys, food and vouchers was distributed.

The fight for S. 55 is being concentrated in 19 states, where efforts by unionists are being supplemented by the lobbying efforts of churches and other community groups. Those states are Alabama, Alaska, Arizona, Arkansas, Florida, Georgia, Louisiana, Maine, Minnesota, Nebraska, New Mexico,

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# LEGISLATION

*Labor won some important legislation during the opening session of the 102nd Congress, including a new civil rights bill and a highway appropriation that is expected to create millions of jobs over six years. But much remains to be achieved when Congress reconvenes this month. This roundup was compiled by Mike Hall.*

## *Passed, signed into law in '91*

**Civil Rights — S. 1745 and H.R. 1:** The legislation overturns several Supreme Court rulings which make it difficult for employees to pursue legal remedies for workplace discrimination. H.R. 1 passed the House June 5. S. 1745 passed the Senate Oct. 30 and was approved in the House Nov. 7. It was signed into law Nov. 12.

**Davis-Bacon/Apprenticeship Regulations — H.R. 1281:** The fiscal year 1991 Emergency Supplemental appropriations bill contained language which protected Davis-Bacon rights by prohibiting the Department of Labor from spending funds to implement its new "helper" regulations and new apprenticeship regulations. The House on March 7 and the Senate on March 20 defeated an amendment that would have stripped the protective language. It was signed into law April 10.

**Emergency Unemployment Benefits Extension — H.R. 3575:** Three times in this session Congress passed legislation to extend federal unemployment benefits up to 20 weeks for workers who had exhausted their basic state benefits. President Bush signed the first bill, S. 1554, but failed to declare an emergency, which meant no benefits were made available. He vetoed the second bill, S. 1722. The third effort, H.R. 3575, passed the House Nov. 14 and the Senate a day later. Bush signed it the same day.

**Forced Labor — ILO Convention 105:** This was an executive order, approved by the Senate, which brought the U.S. in line with 108 other nations in ratifying ILO Convention 105 which outlaws the use of forced labor. It was passed May 14 and signed the same day.

**Fringe Benefits — Education and Legal Expenses — H.R. 3909:** Provides employee tax exemption for up to $5,250 in employer-provided education benefits. It also exempts employer-provided pre-paid legal services. H.R. 3909 extends a dozen tax exemptions for six months and was passed by both houses Nov. 27 and signed in December. Bills to permanently extend the education tax exemption have been introduced — H.R. 127 is in Ways and Means and S. 24 in Senate Finance. Similarly, permanent extension of the legal services tax exemption has been introduced — H.R. 187 in Ways and Means Committee and S. 451 in Senate Finance.

**Highway/Mass Transit — H.R. 2950 and S. 1204:** This $151 billion, six-year surface transportation reauthorization is expected to create some 2 million jobs. It was shaped in conference after H.R. 2950 passed the House Oct. 23 and S. 1204 was approved in the Senate June 19. Both houses approved the conference report on H.R. 2950 Nov. 27 and it was signed into law Dec. 18.

**Pensions — Pass-Through Insurance — S. 543 and H.R. 3768:** Part of the banking reform legislation protects pension plan deposits in banks. A stripped-down version of reform, S. 543, which included the AFL-CIO-backed pass-through provisions, passed both houses Nov. 27 and was signed into law in December.

**Revenue Foregone — Postal Appropriations — H.R. 2622:** Both houses approved H.R. 2622, but the Senate version, passed July 18, significantly cut the revenue foregone program which provides reduced postal rates for non-profit organizations. The House version contained full funding and was approved June 19. The conference report, approved by both houses Oct. 3, restored a large portion of the cuts. It was signed Oct. 28.

## *Passed in '91 but vetoed*

**Unemployment Insurance — Extended Benefits — H.R. 3040 and S. 1554:** This was the first effort to provide extended unemployment benefits for workers who had exhausted their benefits. It required the president to declare a national emergency before the benefits could be released. The Senate passed its bill Aug. 1 and the House approved it the next day. Bush signed the bill Aug. 16, but refused to declare an emergency, which had the same effect as a veto.

**Emergency Unemployment Benefits Extension — S. 1722:** This was the second emergency extended benefits legislation approved by both houses in 1991. S. 1722 was passed by the Senate Sept. 24 and by the House Sept. 25. President Bush vetoed the bill Oct. 11 and the Senate sustained the veto Oct. 16.

**"Gag Rule" — Labor, Health and Human Services and Education Appropriations — H.R. 2707:** This appropriations bill included language which would have prevented the administration from implementing regulations based on the Supreme Court's decision in Rust vs. Sullivan. That decision allows the government to prohibit physicians in goverment or government-funded clinics from informing or counseling patients about certain legally available medical options. The House passed the bill June 26 and the Senate approved it Sept. 12. The president vetoed it Nov. 19 and the House sustained the veto the same day.

## *Incomplete floor action*

**Campaign Finance Reform — S.3 and H.R. 3750:** The Senate bill, opposed by the AFL-CIO, bans political action committees (PACs), sets spending limits and establishes partial public financing. S. 3 passed the Senate May 23. H.R. 3750 includes a voluntary system of candidate expenditure limits and personal contribution limits linked to partial public financing. The House bill, preferred by the AFL-CIO, passed Nov. 25 and a conference is expected in 1992.

**Cargo Preference — S. 1435 and H.R. 2508:** The fiscal year 1992 and 1993 foreign aid authorization bill includes provisions maintaining cargo preference and cash transfer requirements, which benefit the U.S.-flag merchant marine. S. 1435 passed the Senate July 26 and H.R. 2508 passed the House June 20. While the Senate approved the conference report, the House rejected it and final action is expected in 1992.

**Family and Medical Leave — H.R. 2 and S. 5:** Both bills establish a system of unpaid leave for workers for childbirth, adoption or serious family illnesses. S. 5 was approved by the Senate Oct. 2 and H.R. 2 passed the House Nov. 13. A conference is expected this year.

**Federal Employees — Layoff Notices — H.R. 1341 and S. 1292:** The bill requires a 60-day notice, similar to the Plant Closing Notification Act for civilian workers, before the federal government can lay off workers in a reduction of force. It passed the House by voice vote June 24. S. 1292 has been reported by the Senate Governmental Affairs Committee.

**Flight Attendants — Duty Time — H.R. 14 and S. 1010:** The legislation sets flight and duty time limits and minimum rest periods for flight attendants. It passed the House Aug. 2. In the Senate, the bill has been referred to the Commerce, Science and Transportation Committee.

**Indoor Air Quality — S. 455 and H.R. 1066:** The bills would set standards and regulations for indoor air quality and protect workers from such problems as the "sick building" syndrome. S. 455 was approved by the Senate Nov. 6 and H.R. 1066 has been reported an Energy and Commerce subcommittee.

**Job Training Partnership Act (JTPA) — H.R. 3033:** The legislation amends the JTPA to improve delivery of services to hard-to-serve youth and adults. It was approved by the House Oct. 9. It has been referred to Senate Labor and Human Resources.

**Social Security — S. Con. Res. 29:** An amendment to the fiscal year 1992 budget resolution offered by Sen. Daniel Patrick Moynihan (D-N.Y.) would have been the first step toward a rollback in the Social Security tax rate for workers. It was supported by the AFL-CIO but was defeated in the Senate April 24.

**Trade — Fast Track for Mexico — H.Res. 101 and S. Res. 78:** Both resolutions would have denied President Bush "fast track" authority for free trade negotiations with Mexico. Both resolutions were defeated, May 23 in the House and May 24 in the Senate. However a third resolution, S. Res 109, which would allow the Congress the right to amend certain areas of an agreement, has been introduced.

**Trade —Most Favored Nation (MFN) Status for China — S. 1367 and H.R. 2112:** Both bills set strict worker and human rights conditions China must meet to maintain its MFN trade status. The House passed its version July 11 and the Senate on July 22. The conference report was approved by the House Nov. 27 but the Senate is not expected to act until 1992.

**Voter Registration — S.250:** The bill streamlines voter registration for federal elections by allowing a citizen to register when applying for a drivers license. It also establishes mail-in and other types of registration. Twice on July 17 the Senate failed to invoke cloture (limiting debate) on the motion to proceed.

**Workplace Fairness — H.R. 5 and S. 55:** Both bills ban the use of "permanent replacement" workers during


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# S. 55 tops list of bills left pending for '92 session

economic strikes. H.R. 5 passed the House July 17 and S. 55 was reported by the Senate Labor and Human Resources Committee June 19.

## *Out of committee*

**Fuel Efficiency — S. 279 and H.R. 266:** Both bills require a large increase in automobile fuel efficiency which the AFL-CIO believes is not achievable and reasonable. S. 279 has been reported by the Commerce, Science and Transportation Committee.

**Cable Television Regulations — S. 12:** The legislation would require cable companies to negotiate with local "over-the-air" television stations before the local station's signals could be retransmitted by the cable company, strengthening free "over-the-air" television and protecting consumers. S. 12 has been reported by the Commerce, Science and Technology Committee.

**Civil RICO Reform — H.R. 1717:** Curbs misuse of private civil RICO action, used many times by parties involved in ordinary commercial or labor disputes. Has been reported by House Judiciary Committee.

**Construction Safety — H.R. 1063 and S. 673:** These would establish an office of construction safety within OSHA and establish stringent on-site safety regulations. H.R. 1063 was reported by the Education and Labor subcommittee on health and safety. S. 673 has been referred to the Senate Labor and Human Resources Committee.

**Drug Lab Certification — H.R. 33:** The bill sets strong standards for labs involved in drug testing of workers. It was reported by the Energy and Commerce Committee.

**Excellence in Education — S. 2:** This bill would establish a series of programs for elementary and secondary students in an effort to improve overall learning and skills. It was reported by the Labor and Human Resources Committee.

**Higher Education Reauthorization — H.R. 3553 and S. 1150:** The bills reauthorize the 1965 Higher Education Act which governs the various federal grant and loan programs for post-secondary students. H.R. 3553 was reported by the Education and Labor Committee and S. 1150 was reported by the Labor and Human Resources Committee.

**Job Safety — Federal Nuclear Facilities — H.R. 2194 and S. 596:** Both bills require federal nuclear facilities to comply with federal and state hazardous waste laws which would protect the more than 80,000 workers in those plants. H.R. 2194 has been reported by the Energy and Commerce Committee and S. 596 has been reported by the Environmental and Public Works Committee.

**Legal Services — H.R. 2039:** Reauthorizes legal services program which provides legal aid to poor. H.R. 2039 was reported by the House Judiciary Committee.

**Timber Harvesting — H.R. 2463 and S. 1156:** Both bills provide a balanced approach to problems of timber harvesting on old growth federal lands. H.R. 2463 was reported by the Interior and Insular Affairs subcommittee on national parks and public lands. Hearings on S. 1156 were held by the Energy and Natural Resources' subcommittee on public lands, national parks and forests.

**Unemployment Insurance Reform — H.R.1367:** This major overhaul of the nation's unemployment insurance system has been reported by the Ways and Means human resources subcommittee.

**Workplace Monitoring — H.R. 1218 and S. 516:** Both prevent abuses of electronic monitoring in the workplace. H.R. 1218 has been reported by Education and Labor's labor/management subcommittee.

## *In committee*

**Black Lung Reform — H.R. 1637:** The bill streamlines the claims process for black lung victims. Hearings have been held by the Education and Labor subcommittee on labor standards.

**Child Labor — S. 600 and H.R. 2076:** Links education and employment and increases civil and criminal penalties for violations of the Fair Labor Standards Act. Hearings have been held on S. 600 by the Labor and Human Resources children, family, drugs and alcoholism subcommittee.

**Davis-Bacon Reform — H.R. 1987 and S. 1689:** Strengthens administration of the act, eases paperwork burden and increases threshold for construction and rehabilitation. H.R. 1987 has been referred to the Education and Labor Committee and S. 1689 to the Labor and Human Resources Committee.

**ERISA Pre-emption — S. 794 and H.R. 2782:** Both bills would make sure that the Employment Retirement Income Security Act (ERISA) does not pre-empt certain state laws which may provide workers stronger retirement protections. S. 794 was referred to the Labor and Human Resources Committee and H.R. 2782 was referred to the Education and Labor Committee. Subcommittee hearings have been held in both houses.

**District of Columbia Statehood — H.R. 2482:** The bill provides for the admission of the District of Columbia as a state in the union called New Columbia. The bill was referred to the District of Columbia Committee and hearings have been held.

**Hatch Act Reform — H.R. 20 and S. 914:** Both bills ease restrictions on political activity for federal and postal employees. H.R. 20 has been referred to Post Office and Civil Service Committee and S. 965 to Governmental Affairs Committee.

**Health Care Reform — H.R. 3205 and S. 1669:** Both bills make progress toward the AFL-CIO goal of comprehensive health care reform. H.R. 3205 has been referred to the Ways and Means, Energy and Commerce and Education and Labor committees and S. 1669 to the Labor and Human Resources and Finance Committees. Hearings have been held in both houses.

**High Skills Learning —S. 1790 and H.R. 3790:** The bills would establish a group of programs designed to encourage high skills and technology training for students and workers. S. 1790 was referred to the Labor and Human Resources Committee where hearings were held and H.R. 3740 was referred to the Education and Labor, Ways and Means and Judiciary Committees. The AFL-CIO has not taken a position on the legislation.

**Motor Carrier Deregulation — H.R. 3221:** Opposed by the AFL-CIO, the bill would pre-empt state laws in the motor carrier industry. Small and medium-sized motor carriers and their workers could be the hardest hit. The bill has been referred to the Public Works and Transportation Committee.

**OSHA Reform — H.R. 3160 and S. 1622:** Both bills represent the first comprehensive and major overhaul of the Occupational Safety and Health Act in more than 20 years. H.R. 3160 was referred to the Education and Labor Committee and S. 1622 to the Labor and Human Resources Committee. Hearings have been held in both houses.

**PBGC-Bankruptcy — S. 2014 and H.R. 3843:** The bills would strengthen the Pension Benefit Guaranty Corp.'s position in bankruptcy proceedings by improving the status of pension claims under ERISA and the Bankruptcy Code. S. 2014 was referred to the Judiciary Committee and H.R. 3843 to Ways and Means, Education and Labor and Judiciary committees.

**Pension Simplification — S. 1364 and H.R. 2742:** The legislation would amend the Internal Revenue Service code to simplify the application of tax laws to employee benefit funds. S. 1364 was referred to the Finance Committee and H.R. 2742 to the Ways and Means Committees. Subcommittee hearings in both houses have been held.

**Retired Coal Miner Health Care — S. 1989 and H.R. 4013:** Both bills would establish a system to cover the health costs of retired miners and their spouses who are "orphan beneficiaries" because their companies are no longer operating or are not signatory to current coal contracts. H.R. 4013 has been referred to the Ways and Means and Education and Labor Committees and S. 1989 to the Senate Finance Committee.

**Section 936 Tax Code — H.R. 2632:** The bill would repeal the massive tax breaks the IRS code allows for runaway plants setting up business in Puerto Rico. The bill has been referred to the Ways and Means Committee.

# POINT OF VIEW

## *A decade of neglect comes home to roost*

In the late 1970s, when airlines were the target of what was to become a national addiction to "deregulation," AFL-CIO President Lane Kirkland said the nation would find out why those industries were regulated in the first place.

U.S. history shows clearly, he said, what you get with a "deregulated" society in which unfettered market forces make all of the decisions, unhampered by minimum wage laws, social security, or standards for occupational safety and health. A market economy without restraints was what the nation had, for example, under Presidents Coolidge and Hoover and the result was the deep depression of the 1930s.

In 1981, newly elected President Reagan outlined a program of blatant tax giveways to the rich. The raid on the treasury was based, it was said, on "supply side" economics. Kirkland called the Reagan plan "a high-risk gamble with the lives of the American people." One Reagan adviser admitted that year that "supply-side" economics didn't exist. It was just a "Trojan Horse to get the top tax rates down."

But a "don't worry, be happy" nation followed a president who said paradise was available if we could just "get government off our backs."

Ten years later, the damage is easy to track. No less a chronicler than the architect of the "Emerging Republican Majority," conservative columnist Kevin Phillips, began to open the eyes of the public to the fact that the Reagan-Bush chickens were coming home to roost.

In "Rich and Poor in America," Phillips confirmed what Kirkland had predicted 10 years before. His study of the growing gulf between the rich and poor has been confirmed and reported on in depth, including an excellent series in the Philadelphia Inquirer that exposed corporate abuse of American workers.

And there, in Pennsylvania, a major Bush administration figure crashed to earth in a Senate race. Since then, the nation has looked deeply into the U.S. economic status — and understandably has recoiled in horror.

The awful recession that started in June 1990 now has cost 1.6 million jobs. But the even deeper 1982-83 recession didn't translate into a demand for change in the voting booth. This election year could be different, with a chance for workers and their unions to get electoral support for their effort to repair the damage.

If they get that support, it will be because of recognition that, for all the preaching against government, that same government was imposing a clear national industrial policy: a policy of low wages. It showed all along in administration attitudes toward minimum wage, prevailing wage standards, the right to strike and — perhaps most dramatically — in the proposed North American Free Trade Agreement.

"Free trade" or "supply-side" or "growth policies" or whatever the latest name, it's just a Trojan Horse.

— **Rex Hardesty**

# National Beef agrees to $1.5 million fine, cleanup

## *UFCW hails pact in wake of 3 deaths*

**By Colleen M. O'Neill**

In the wake of three worker deaths, National Beef Packing Co. will pay a $1.5 million fine and eliminate thousands of hazards to its workers.

The three were killed at the company's Liberal, Kan., plant June 9 by exposure to methyl mercaptan and ammonia while trying to clean a screen at the top of a large blood tank.

The Occupational Safety and Health Administration had cited National Beef for allegedly exposing workers to 17 instances of willful violations of the agency's respirator standard. The company also faced charges for hazards in connection with confined space entry, improper hazard communication programs, improper exits and ergonomic hazards, and repeat violations for improper pressure-relief devices and lack of machine guarding.

In addition, the company was cited for violating recordkeeping requirements, 85 serious safety violations and six serious health violations.

The settlement "really is going to make changes for people in the plant," said Debbie Berkowitz, director of safety and health for the Food and Commercial Workers. "The company has agreed to go through the plant and get rid of hazards that have endangered workers. They're not only looking at traditional safety items," but also confined spaces, ergonomic and respirator training programs.

She also noted that the agreement calls for worker input in many areas.

Berkowitz said OSHA inspectors made an initial visit to the plant after the June accident — the second in seven years in which workers were killed. Workers then told OSHA of many other hazards in the plant and filed other complaints, prompting a second look by OSHA inspectors called in from around the country. She said the agency found more than 1,200 violations.

A majority of the plant's 1,980 workers voted for representation by the UFCW in late September and preliminary discussions on a first contract are under way. The union was involved in the negotiation of the agreement and signed the pact.

The agreement, announced by OSHA Dec. 5, calls for National Beef to retain or employ qualified persons to run a comprehensive ergonomic program, evaluate and improve the confined space entry procedures and the program for the use of respirators, and improve its hazard communication program.

OSHA said the case had been referred to the Department of Justice to determine whether criminal violations should be pursued.

## *Hamlet fire prosecution sought*

The AFL-CIO called on the North Carolina Department of Labor to "proceed with criminal actions" against the owner of Imperial Food Products Inc. in the wake of 25 workers' deaths in Hamlet, N.C.

The AFL-CIO call followed the Dec. 30 decision by the North Carolina labor department to levy $800,000 in fines against the poultry processor.

The Imperial Food plant in Hamlet caught fire Sept. 3 when hydraulic fluid was ignited by cooking flames. The workers — nearly all of whom succumbed to smoke — faced a lethal combination of improperly marked fire exits, locked and blocked doors in their efforts to escape.

In the Dec. 30 action, North Carolina officials cited the company for 54 willful, 23 serious and six non-serious violation of health and safety standards.

"The state's findings confirm earlier reports from workers that locked doors and blocked exits contributed to the toll of death and injury," said Peg Seminario, the AFL-CIO director of occupational safety and health.

Seminario said those findings justified criminal action against the company. While the $808,150 in fines were a record for North Carolina, Seminario said that "they are low in comparison with federal OSHA enforcement actions for other recent industrial tragedies, where proposed penalties have ranged from $2.8 million to $10 million."

"The fact remains that North Carolina OSHA failed in its responsibility to protect the safety and health of the Imperial Food Products workers, and still is not meeting its responsibility to the other workers of North Carolina," she said.

Prior to the Hamlet fire, North Carolina was one of 23 states and two territories that had been granted permission by OSHA to run their own plans and assume responsibility for job safety and health. On Oct. 23, in response to a petition by the AFL-CIO, the U.S. Department of Labor announced it would assert concurrent jurisdiction over the state plan.

# Union leery of Beverly home inspection

**By Sharolyn Rosier**

The union representing workers at a Pennsylvania facility operated by Beverly Enterprises, the nation's largest nursing home chain, is skeptical that a planned safety inspection of the home will be fair.

"We don't see any reason why Beverly will be cooperative," said John August, president of Service Employees Local 1199P.

The Occupational Safety and Health Administration inspection at Beverly's Carpenter Care nursing home in Tunkhannock, Pa., is part of an agreement reached between OSHA and the company.

The agency withdrew a contempt order issued after its inspectors were denied access to the home on Nov. 20.

The next day, OSHA obtained a search warrant, said spokeswoman Kate Dugan. But when the warrant was presented at the nursing home, the inspectors were not allowed to enter.

On Dec. 10, Beverly agreed to allow OSHA inspectors to enter Carpenter Care. The inspection, requested by the union after workers complained of back problems, involves an ergonomic analysis of jobs at the site.

Under the agreement, OSHA will observe and videotape patient care only after it obtains a written consent from the patient.

A member of the Beverly management must accompany the worker and get the consent.

No more than three OSHA personnel can be present during any observation of a patient and there are restrictions on what OSHA can film.

August said Local 1199P is concerned about how well the inspection will be conducted without union representatives present when the consent form is offered to patients.

"When you're talking about obtaining consent from an elderly or confused patient, we want bargaining agents present," August said. He emphasized that the union "will take this one step at a time."

In related matter, another Beverly-owned nursing home, Richland Manor in Johnstown, Pa., was fined $7,275 Nov. 12 for ergonomic hazards and infection control deficiencies.

Also, 17 of the company's facilities in nine states face unfair labor practice charges. The National Labor Relations Board's Pittsburgh regional director, Gerald Kobell, filed a 50-page complaint alleging the company illegally discouraged workers from organizing a union.

# Pratt pact covers 13,000 IAM members

**East Hartford, Conn.**

Machinists at four Pratt and Whitney jet engine plants ratified a new three-year contract providing a three-step pay increase along with improvements in job security, health care and pensions.

The wide-ranging agreement, negotiated by IAM District 91 for some 13,000 production workers, was approved by about 95 percent of the IAM members participating in the ratification vote.

The four Pratt and Whitney jet engine plants will be covered under one master agreement that will allow for workers with 10 years of seniority to be recalled at any of the four facilities if they are laid off. The four Connecticut Pratt and Whitney plants are in East Hartford, Middletown, North Haven and Southington.

The basic pay package calls for an across-the-board increase of 3.5 percent the first year, as well as a $300 Christmas bonus, which took effect Dec. 8. Wage increases of 3 percent each will kick in the second and third years of the contract.

Cost-of-living adjustments with a semi-annual cap of 18 cents are maintained, along with a 68-cent COLA "fold-in" on the base pay rate before the percentage increase is calculated, the union said.

Union negotiators estimated the projected value of the pay and COLA package at 13.8 percent over three years.

The agreement requires the company to give the IAM six months' notice of any impending plant closing or transfer of jobs.

The company also agreed to provide the union reasons for any job shifts or closing and allowing workers to be transferred with their jobs.

With the loss of 110,000 jobs in Connecticut in the current recession, job security has been a major issue in the state.

Since January 1991, Pratt and Whitney has eliminated 2,400 jobs in Connecticut, including about 1,000 in the bargaining unit.

The benefits package calls for pensions to increase $3 per month for each year of service, ranging from a minimum of $25 per month/year to a maximum of $33.

A one-time early retirement, featuring enhanced benefits, also will be offered in the first quarter of 1992 for workers 55 years old and with 25 years of service.

The company has agreed to expand its network of health care providers with certain cost controls that would require employees outside the network to pay higher deductibles and out-of-pocket expenses.

After years of grappling with Pratt and Whitney, a division of United Technologies Corp. division, the IAM won a union security clause that provides fair share payments from nonmembers for the cost of bargaining contracts.

# Machinists ratify five-year contract at United Airlines

Machinists at United Airlines ratified a new five-year agreement that boosts wages 18 percent over the contract term and gives those airline workers their first pay hike since 1989.

The settlement, ratified by more than two-thirds of voting IAM members, was reached in the final hours before a Dec. 13 deadline marking the end of the 30-day "cooling off" period declared by the National Mediation Board.

The 26,500 IAM members — mechanics, food service and ramp and dispatch workers — have received a 4 percent pay hike retroactive to November 1989, with a 5 percent increase effective Dec. 15. Another 4 percent increase takes effect in February 1993, followed by a 5 percent raise in May 1994.

In addition, mechanics received a 50-cent increase in the hourly skill premium, effective Dec. 15, with another 50-cent increase to take effect in February 1993.

IAM Vice President John Peterpaul said job security provisions won by the union "could prove to be as valuable as the wage and benefit increases," because they "could save thousands of jobs" in the event of a takeover.

The agreement also provides pension and life insurance improvements and maintains existing work-day, vacation and holiday schedules. Two new ramp stations, in Miami and Orlando, Fla., also will be opened and staffed by IAM members under the contract.

IAM members agreed to a $50 annual increase in the health care deductible, to $200, for single workers. The annual deductible for family coverage remains at $300.

Federal mediators joined the contract talks last April at the request of both the IAM and United, and mediators were involved in the marathon sessions that led to the settlement. The new agreement expires Nov. 30, 1994.

# UNION NEWS

## UAW holds line against Caterpillar

By James B. Parks

The UAW reaffirmed its intention to stay out on strike against Caterpillar Inc. until the company respects its bargaining rights.

The union's Caterpillar Council on Dec. 19 unanimously refused to buckle under to company threats to close a plant in York, Pa., unless separate cost reductions were negotiated. Any such talks have to be part of a central collective bargaining process, the council said. The council is a delegate body representing 17,000 Caterpillar workers.

"A pattern agreement can and will be negotiated...The only question is when, and at what cost and sacrifice leading up to that time," said UAW Secretary-Treasurer Bill Casstevens.

A strike by Local 751 in Decatur, Ill., and a unit of Local 974 in East Peoria, Ill., began Nov. 3, the day the last contract expired. The union is trying to convince Caterpillar to begin pattern bargaining, while limiting the economic and social impact of the shutdown on workers and the communities in which the Caterpillar facilities are located.

The company announced it would close the Precision Barstock Products plant in York, Pa., if it is unable to make it competitive by reducing labor costs. The plant employs about 1,900 workers who are represented by UAW.

No negotiations are scheduled in the two-month strike by about 2,400 workers, said UAW spokesman Karl Mantyla. Since the strike began Nov. 3, Caterpillar has locked out another 5,900 workers and laid off about 1,000 more, he said.

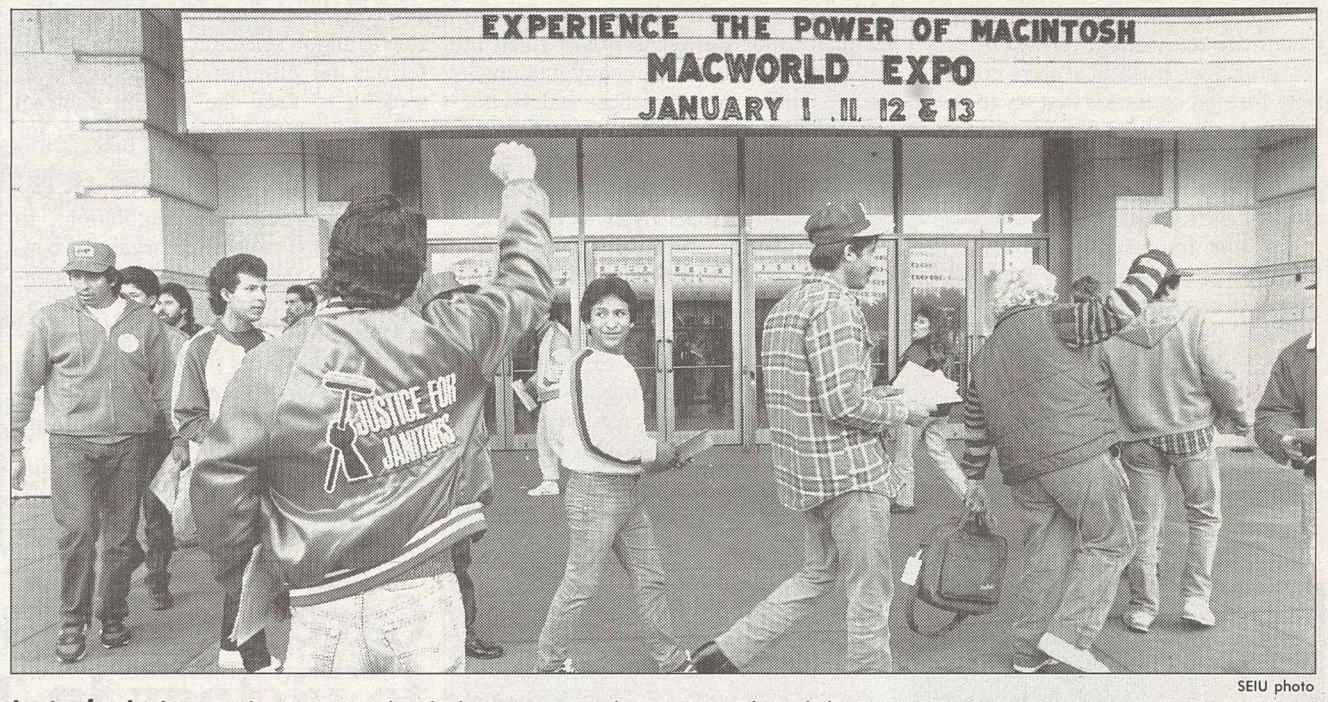
Casstevens, who heads the UAW's Agricultural Implements Department, told a group of institutional investors that Caterpillar has performed well under pattern agreements since 1958, with only occasional interruptions in the company's steady growth.

The current dispute threatens to interrupt years of cooperation that has led to cost savings for the company, Casstevens said.

Casstevens had asked to speak to the company's board of directors. But the company insisted that the striking workers return to work for at least four months while unconditional negotiations resumed before Casstevens met with the board.

Caterpillar has rejected the pattern agreement UAW signed with Deere and Co. and has proposed massive takeaways, Mantyla said. The company has proposed pay raises for some manufacturing employees but only for the first year, he said, while the Deere agreement contains a 3 percent pay increase for all employees plus 3 percent lump-sum payments this year and in 1993.

Caterpillar also has demanded that workers begin paying part of their health care costs and is still calling for a provision that guts the central agreement by leaving key sections to local negotiations, a move the union strongly opposes.




SEIU photo

**Justice for Janitors** pickets carry the fight to an Apple MacIntosh exhibition in San Francisco.

## SEIU taking a bigger bite of Apple

By Sharolyn Rosier

Using hunger strikes, demonstrations and boycott appeals, the Service Employees are stepping up pressure on Apple Computer and Shine Building Maintenance, the non-union contractor that cleans Apple's Silicon Valley buildings.

The three-week-old hunger strike focused attention on the poor wages and working conditions paid by Shine just as Apple was deciding which bid to accept for its next janitorial services contract. However, the company still has not awarded the contract.

The hunger strikers included SEIU Local 1877 president Mike Garcia and six janitors — two of whom work for Shine and four of whom work for other local companies.

Comparing the plight of the janitors to that of rural laborers, Farm Workers Vice President Dolores Huerta called the fast "an act of faith" that she hoped would reach Apple management.

Shine recently paid $10,000 in back pay and reinstated workers who were illegally fired for union activity in a settlement of unfair labor practice charges by the National Labor Relations Board.

The company, which denied the charges and said it settled only to avoid legal fees, also has been cited by the Occupational Safety and Health Administration for health and safety violations and is under investigation by the California state labor commissioner for forcing employees to work through federally mandated breaks.

Apple is one of the largest Silicon Valley companies that does not hire union contractors. Because Apple has an otherwise good reputation, the union believes Apple will be embarrassed in the community by revelations of how blatantly its contractor was violating labor laws.

"Companies like IBM, National Semiconductor Corp., and Sun Microsystems use union contractors," union organizer Jon Barton said.

At a recent meeting with hundreds of employees, Apple CEO John Sculley was questioned on the issue of janitors' rights. He said the dispute should be resolved by Shine and its employees.

Starting pay for janitors who work for Shine is $5.25, compared to an average of $6.50 an hour for union janitors, according to the union. About two-thirds of the company's 155 workers do not have health care.

One Shine janitor, Fidencio Diaz, said he and his wife work for Shine for little more than $5 an hour. They have four children and live in a one-room studio apartment that costs $410 a month.

Apple spends "an inordinate amount of money on publicity to project an image that it is progressive and enlightened," Barton said. "I think we are showing another image of Apple," he said, adding that the computer company is a "massive corporation and it just doesn't care if the janitors are living in poverty."

"Why should Apple have a double standard for its contracted employees who are not skilled, who are not professionals, and who are not white?" he asked.

Appealing to Apple computer users in other parts of the country, the union took out advertisements in the New York Times that urged Apple and Sculley to use union contractors. The ads contained a clip-out coupon that pledged not to buy Apple products until the company contracts with unionized maintenance workers.

Similar cards were handed out at the AFL-CIO convention in Detroit, where delegates were given apples to remind them of the janitors' situation.

Other activities during the 11-month campaign against Apple have included leafleting and picketing MACWORLD exhibitions and 25 Apple offices.

SEIU also gained the backing of the International Federation of Commercial, Clerical, Professional and Technical Employees (FIET), which said that the company unfairly discriminated against union contractors in awarding the cleaning contract for its San Jose, Calif., headquarters last summer.

"Apple has built itself a global image of quality and claims its staff gets benefits that are second to none," said FIET General Secretary Philip Jennings. "The scandal is that this reputation for quality does not apply to the contract workers, many of whom are from ethnic minorities, who keep Apple's glistening headquarters clean and safe to work in."

Jennings said he has written to Sculley complaining that only two union contractors were included in the seven that bid for the cleaning contract. He said his letter specifically condemns Shine, the current contractor, "for its abuse of employees who are paid minimum wages."

## BCT wins new pact for 3,400 at Keebler

Bakery, Confectionery and Tobacco Workers overwhelmingly ratified a new three-year master agreement covering approximately 3,400 Keebler workers.

The agreement affects workers in plants in Atlanta and Macon, Ga.; Grand Rapids, Mich.; Denver; Cincinnati; and Van Nuys, Calif. It calls for across-the-board pay raises, an increase in pension benefits and a new comprehensive health care plan.

BCT President John DeConcini called the package "the biggest in the biscuit and cracker industry that I can remember. Among the new benefits is a comprehensive dental plan providing $7,500 of dental coverage. As many members had exhausted the original $5,000 dental benefit, this is a real gain."

The BCT members also will receive an initial 50-cent hourly increase, effective Nov. 1, and four additional adjustments totaling $3.80 over the life of the contract. Retirees with 25 years' service will see their pensions increase in three increments from $800 to $950 a month by Oct. 1, 1994.

The union also won a promise from Keebler not to transfer production to a non-union plant unless there is agreement between members and Keebler. In addition, Keebler agreed to a new employee joint orientation and steward training.

# Taxpayers, workers pay in nuclear plant dispute

By James B. Parks

The federal government is using workers' own tax dollars against them and is endangering the safety of people who live near an Ohio nuclear facility, say members of the Oil, Chemical and Atomic Workers.

"President Bush is always condemning foreign countries that try to break free unions and here the government is doing the same thing in this country," said Gerold Wilkin, one of the strike commanders for OCAW Local 3-689.

On June 11, 1,050 members of the local struck a U.S. Energy Department uranium enrichment plant which is operated by Martin Marietta in Piketon, Ohio. There had been no progress in the negotiations until talks resumed Jan. 2, under the auspices of the Federal Mediation and Conciliation Service.

Local president John D. Knauff said the unions pressed the FMCS to get serious talks started.

The federal government owns and pays for everything at the plant, Wilkin said. Martin Marietta only has a few managers on site. The Energy Department is continuing to pay Martin Marietta to run things even after the National Labor Relations Board ruled in November that the company had committed unfair labor practices and did not negotiate in good faith, he said.

The company took over the plant in 1985. In 1988, the firm demanded and received givebacks from workers, including a reduced pension plan and an increase in life insurance premiums.

Since 1988, workers have filed some 2,400 grievances against Martin Marietta, all of which went to arbitration. The taxpayers are paying for the company's costs in these cases and that is an outrage, Wilkin said.

As the strike drags on into its seventh month, many of the workers are barely making do, said union spokesman Harold Daub. They receive $60 per week in strike benefits and some have found other jobs. "A lot of them are hurting," Daub said.

The main issue in the strike is the company's demand that the seniority rule in all job selection and overtime offerings be eliminated. The union is seeking to keep the present contract language which has been in effect for 30 years.

The company also wants Energy Department orders and regulations to supersede the collective bargaining contract, while the union proposes reopening negotiations if there is a conflict.

Martin Marietta has brought in temporary supervisors from other plants in Tennessee and Kentucky, a move the union says endangers lives. Knauff said the company is moving towards a "strike busting" strategy and the strike "could turn nasty."

"Martin Marietta is running the plant with untrained supervisors," Knauff said. "OCAW workers are required to have one and a half to two years of training for these positions. Training is on-going and constantly updated.

"In fact, the company's argument for changing seniority bidding rights is that so much time, money and effort goes into training the union workers that the company doesn't want the worker then bidding off the job," he said. "Why would Martin Marietta now make a decision to run the plant without these highly trained workers?"

The union's fears were borne out Nov. 15 when plant officials reported that a uranium release from one of the enrichment buildings was caused by human error.

On Nov. 7 there was a discharge of hazardous chromium sludge when a plastic valve on a sump pump line broke. The cause of that discharge is still under investigation, Daub said.

## Inbrief

### New Hampshire girds for right-to-work fight

North Conway, N.H.

Delegates to the New Hampshire AFL-CIO convention voted to raise the per-capita from 45 cents to 55 cents and heard rousing speeches for legislation to ban "permanent replacements" for striking workers.

Early in 1992, the New Hampshire expects another effort by the national "right-to-work" forces to enact legislation banning the union security clause from collective bargaining contracts in New Hampshire. Hearings are set in the state legislature for Jan. 9.

In other convention actions, delegates re-elected President Mark MacKenzie and Secretary-Treasurer James D. Casey and elected six new members of the executive board.

Speakers included Sen. Tom Harkin (D-Iowa), Rep. Dick Sweet (D-N.H.) and the Rev. Jesse Jackson.

Striking members of Clothing and Textile Workers Locals 359 and 2427 led the convention floor comments against the use of strikebreakers. The workers, employed by Manchester Knitted Fashions in Manchester and Whitefield, described how the use of their legal right to strike resulted in their replacement by scabs.

Their presentation followed a speech by Rep. William Zeliff (R-N.H.), who voted against H.R. 5, the Workplace Fairness bill, which was passed overwhelmingly by the U.S. House of Representatives in 1991.

### Massachusetts elects Faherty, raises per capita

Boston

Delegates to the 34th Massachusetts AFL-CIO convention elected Joseph Faherty to his first full four-year term as president and voted to raise the per-capita tax from 35 cents to 50 cents over three years.

In addition to electing Faherty, the delegates re-elected Secretary-Treasurer Robert Haynes to his second full term.

The delegates urged passage of national health care reform, workplace fairness legislation, (S. 55 in the Senate) and the extension of unemployment benefits.

Dr. Jayne Fulton, professor of health care policy at the University of Toronto, compared health care policies in Canada and the United States, suggesting that some of Canada's policies would alleviate problems of access and affordability in the United States.

Rep. Bernard Sanders (I-Vt.) praised labor's record in fighting for civil and workers rights and urged delegates to ask their political leaders, "Are you with us, or against us?"

"The fight for Social Security, for unemployment compensation, for child labor laws, for OSHA, for minimum wage, for health care, for affordable housing and for decent educational opportunity for all are just a few of the struggles in which labor has prevailed, thus creating a better life for us all," Sanders said.

### Indiana delegates vote two-step per capita rise

Indianapolis, Ind.

The Indiana AFL-CIO instituted a two-step per capita increase at its convention held Oct. 31-Nov. 1.

The per capita was increased from 30 cents to 35 cents Jan. 1, with another nickel increase to go into effect Jan. 1, 1993.

Delegates were addressed by Machinists President George J. Kourpias; Glass, Molders and Pottery Workers President James E. Hatfield; Gov. Evan Bayh (D); AFL-CIO COPE Director John Perkins; AFL-CIO Regional Director Charles Stott; Norman Hill, president of the A. Philip Randolph Institute; Jim Wright, former speaker of the U.S. House of Representatives; and Joe Hogsett, a candidate for the U.S. Senate.

In addition to pledging Indiana support for the effort to pass S. 55, other resolutions urged collective bargaining for public employees; improved workers' compensation and unemployment compensation; and strengthened OSHA standards and enforcement.

Delegates also called for legislation to increase support for public education and requiring instruction on the role of labor unions in society; legislation to provide parental leave; access to health care; and legislation to protect workers from the ravages of corporate takeovers and mergers.

# Carey leads most of his slate to victory in Teamsters vote

Ron Carey was elected to a five-year term as president of the Teamsters in a vote by the membership.

Carey won with 48.5 percent of the vote, compared with 33.2 percent for R.V. Durham and 18.2 percent for Walter Shea. There were 424,392 votes cast, or roughly a quarter of the IBT membership.

Almost the entire Carey slate won by similar margins, including running mate Tom Sever for secretary-treasurer, five at-large vice presidents and eight of the nine regional vice presidents. Election officers said they expect to certify the results in early January with the new officers installed about 10 days later.

Durham filed a protest of the election results Dec. 27, claiming Carey received improper campaign contributions and support from employers. Michael Holland, the court-appointed election supervisor, said he doesn't know how long the investigation of the charges will last.

The five top vote-getters for at-large vice presidents, all on the Carey slate, were Sam Theodus of Cleveland, Mario Perrucci of Hillside, N.J., Diana Kilmury of Vancouver, B.C., John Riojas of San Antonio and Jim Benson of Phoenix.

Top vote-getters for regional vice presidents were (Central Conference) Dennis Skelton, Leroy Ellis and Bill Urman; (Eastern Conference) Gene Giacumbo, Tom Gilmartin Jr. and John P. Morris; (Southern Conference) Doug Mims and Aaron Belk; (Western Conference) Ken Mee and Tom Shay. Morris ran on Walter Shea's slate.

Since 1967, Carey, 54, has been president of IBT Local 804, a United Parcel Service local in Queens, N.Y. In his election statement, Carey stressed the need for national health reform and said of political endorsements that: "It will not be my position to reward people who are not rewarding us, and as a result I would not support Bush."

# Prudential agents approve new contract by 2-1 margin

Members of the Food and Commercial Workers ratified a new two-year agreement covering 15,000 Prudential Insurance Co. agents in 34 states and the District of Columbia.

The contract, which replaces one that expired on Sept. 29, was ratified Nov. 22 by 2-1. The approval follows the Oct. 22 rejection of a tentative pact. With the aid of a federal mediator, the parties reached agreement Nov. 1 on modifications to the original contract.

Under the agreement, agents will receive increases in both pay and benefits. Over the life of the contract, compensation increases will average about $33.10 per week and benefits will average another $15.49 per week.

For the first time, agents will receive family and medical leave benefits. According to the union, the contract will allow up to 26 weeks unpaid leave following childbirth or the adoption of a child and up to 12 weeks of leave for the serious illness of an immediate family member.

Andre Henault, assistant to the director of UFCW's professional division, said the company will review its production probation standard. In September, an arbitrator ordered Prudential to rehire several hundred agents who had been fired for failing to meet the revised standard.

The arbitrator found that some agents were not properly informed of the changes and the company applied the rules retroactively, the union said.

The arbitrator also ordered the company not to take any further disciplinary action based on this standard until it put a new policy in place and properly notified agents of the new policy.

The new agreement continues lump-sum payments totaling $1,471 per agent over the life of the contract. The payments will be paid quarterly with the first payment equaling $23 for each week in the first quarter. The payments will progressively decline each quarter, reaching a low of $6 per week in the final quarter, Henault said.

As part of their compensation, agents also will receive an increase of 20 percent in the quarterly bonus payment. Agents will receive a transition payment of about $22.97 per week to make up for losses caused by Prudential's withdrawal from the debit insurance market, Henault said.

# Dignity is 'only issue' to Tennessee strikers

**Knoxville, Tenn.**

After 15 months on strike, workers at three Tennessee mines are more determined than ever to hang tough until they win the dignity in the workplace they deserve.

"They're still out there fighting the struggle for all of us," said Harold Woods, president of the Knoxville-Oak Ridge AFL-CIO.

"The real issue is not money. Dignity on the job is the only issue. They are determined to be recognized as a union and they are going to get that," he said.

Some 250 trade unionists from the Knoxville area rallied Dec. 12 to show solidarity with the strikers. The Knoxville-Oak Ridge AFL-CIO also sponsored a Christmas party Dec. 21 for the strikers.

In addition, 11 local religious leaders have called on the companies to settle.

About 110 members of Mine Workers Local 3009 walked out October 1, 1990, from Colquest Energy, Four Leaf Coal and Kopper-Glo Fuel, three integrated coal operations near Clairfield, Tenn. The mines and preparation plant have been closed down since the strike began.

All the facilities are owned and operated by the members of the Chedester and Dippel families, who are related by marriage. Kopper-Glo processes and markets all of Colquest's coal, according to a UMWA fact sheet.

On June 29, 1990, the UMWA won a representation election at Colquest. But the company's management refused to bargain with the union and illegally fired 19 workers who were union supporters, said Darlene F. Flaim, a Mine Workers representative.

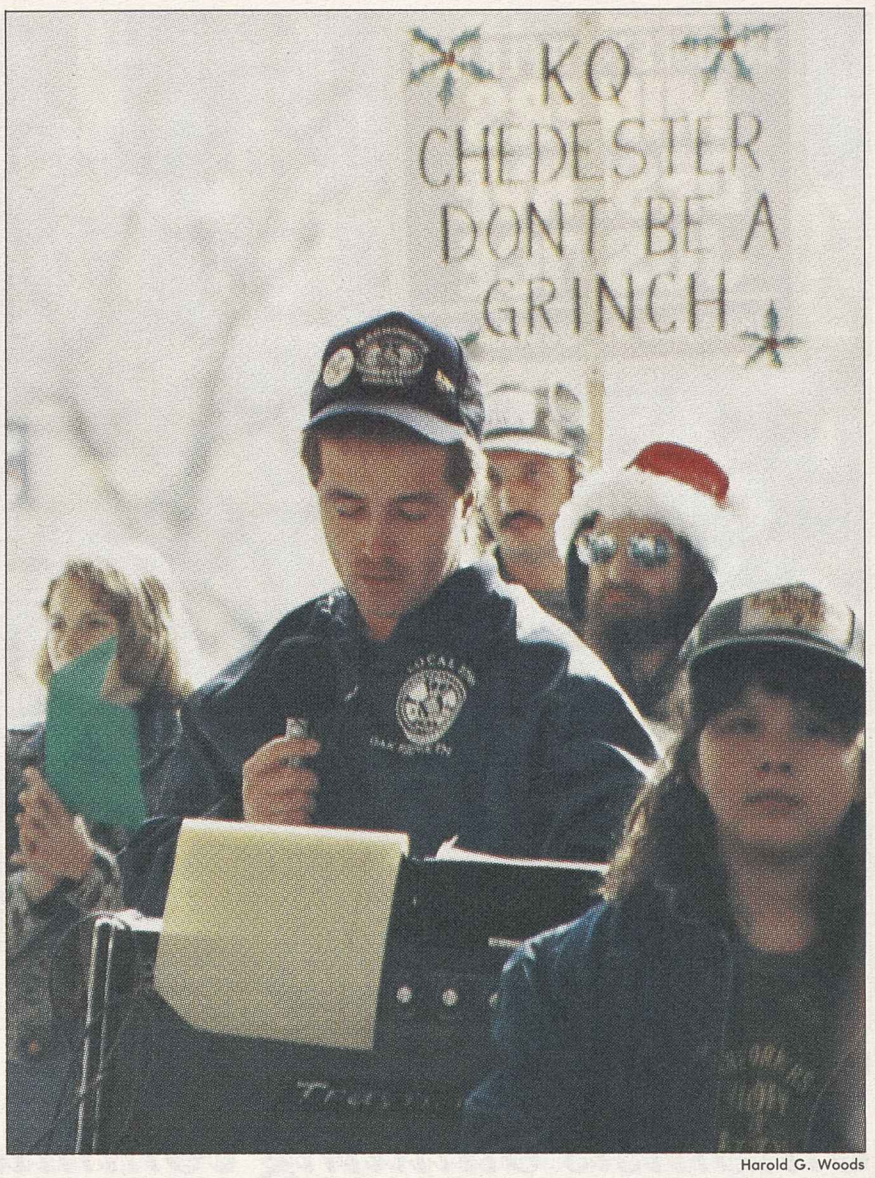
Colquest's backpay liability for these workers currently is more than $500,000. The companies have all threatened to fire any employees who back the union, Flaim said.

The National Labor Relations Board has twice found the companies violated fair labor practices, but the decision has been appealed to the federal appeals court. Meanwhile, the companies still refuse to bargain with the union.

The strikers have begun a corporate campaign focusing their attention on the Tennessee Valley Authority, the companies' largest customer, and two local banks.

The TVA has continually extended a 10-year, $127.6 million contract with Kopper-Glo for coal for its Bull Run power plant near Oak Ridge. The coal was to come from Colquest and Four Leaf. To date no deliveries have been made.

"We want the TVA to tell Colquest that it wants its deliveries on time and for them to settle the strike," Woods said.




Harold G. Woods

**A trade unionist** voices his support for striking Mine Workers at a rally at the TVA Towers in Knoxville, Tenn.

# Campaign extends holiday cheer to 'permanently replaced'

**Continued from Page 1**

New York, North Carolina, Pennsylvania, Rhode Island, Texas, Vermont, Virginia and Wisconsin.

In New Mexico, for example, several members of the clergy sent a letter to Sen. Jeff Bingaman (D-N.M.), noting that "Our common faith makes us particularly sensitive to those who are adversely affected by economic dislocation and powerlessness.

"A weakened collective bargaining process deprives American workers of the right to participate effectively in decisions which impact their lives and future," the letter stated. "We urge your support of Senate Bill 55."

Likewise, in Wisconsin, 11 members of the clergy sent a letter to Sens. Herbert Kohl (D) and Robert Kasten (R) urging their support for S. 55.

AFL-CIO President Lane Kirkland wrote to all affiliated unions urging trade unionists to contact their senators by phone, letters and in person to ask for votes for S. 55.

"The new year brings a new urgency for working people to finish the job of restoring a measure of fairness to our nation's labor law by convincing the U.S. Senate to pass S. 55," wrote Kirkland in a letter that was printed by many unions in January publications.

The AFL-CIO is stressing the need to say "thank you" to senators who are committed to support S. 55 as well as to urge an "aye" vote from those who are not committed.

The Nevada AFL-CIO's Christmas drive yielded nearly $40,000 worth of toys and turkeys for nearly 800 kids and other family members of displaced workers at Frontier Hotel in Las Vegas, where members of the Hotel Employees and Restaurant Employees, Operating Engineers and Teamsters were forced on strike over pension benefits Sept. 21.

To dramatize the plight of the "permanently replaced" Frontier workers, union members were planning a 300-mile march across the desert from Las Vegas to Los Angeles, beginning Jan. 4. In early December, 10,000 unionists rallied to support the Frontier workers.

The "toys and turkeys" campaign benefited many families of former Greyhound drivers, members of the Amalgamated Transit Union, who were facing their second bleak Christmas.

"Every day is a struggle for our members," said Bob Woods, a member of ATU Local 1202 in New York. "The Christmas season is especially tough on a family with no income because the children do not understand why there are no presents."

In Rhode Island, Sen. John Chafee (R) was presented with a holiday food basket to dramatize what replaced strikers will have for Christmas.

Milwaukee union members, in addition to providing gift certificates to "permanently replaced" workers and their families, collected postcards which will be mailed to their senators asking them to endorse the bill.

An S. 55 action kit has been mailed to state and local AFL-CIOs. The kit contains talking points, a fact sheet, sample letters to be sent to senators and an order form for the video showing the highlights of the campaign to pass H.R. 5.

AFL-CIO Legislative Director Robert M. McGlotten noted that, in order to win in the Senate, a simple majority of 51 won't do. There must be 60 votes to halt the filibuster that McGlotten says is inevitable from the opponents of S. 55. "The filibuster will be their chief legislative tactic," he said.

Milwaukee Labor Press

**Ben Drake** tells Santa all he wants for Christmas is passage of S. 55. At right is Bruce Colburn, Milwaukee County Labor Council secretary-treasurer.

The following are telephone numbers for local offices of senators in states needed in the fight for S. 55. Some senators may already support S. 55, and would be happy to receive the thanks of trade unionists.

**Alabama** — Sen. Howell Heflin (D), Tuscumbia, 205/381-7060; Sen. Richard C. Shelby (D), Tuscaloosa, 205/759-5047.

**Alaska** — Sen. Ted Stevens (R), Anchorage, 907/271-5915; Sen. Frank H. Murkowski (R), Anchorage, 907/271-3735.

**Arizona** — Sen. Dennis DeConcini (D), Tucson, 602/670-6831; Sen. John McCain (R), Mesa, 602/835-8994.

**Arkansas** — Sen. Dale Bumpers (D), Little Rock, 501/324-6286; Sen. David Pryor (D), Little Rock, 501/324-6336.

**Florida** — Sen. Bob Graham (D), Tallahassee, 904/422-6100; Sen. Connie Mack (R), Tampa, 813/225-7683.

**Georgia** — Sen. Sam Nunn (D), Atlanta, 404/331-4811; Sen. Wyche Fowler Jr. (D), Atlanta, 404/331-0697.

**Louisiana** — Sen. J. Bennett Johnston (D), Baton Rouge, 504/389-0395; Sen. John B. Breaux (D), New Orleans, 504/589-2531.

**Maine** — Sen. William S. Cohen (R), Portland, 207/780-3575; Sen. George J. Mitchell (D), Portland, 207/874-0883.

**Minnesota** — Sen. Dave Durenberger (R), Minneapolis, 612/370-3382; Sen. Paul David Wellstone (D), St. Paul, 612/645-0323.

**Nebraska** — Sen. J. James Exon (D), Lincoln, 402/437-5591; Sen. Robert J. Kerrey (D), Omaha, 402/391-3411.

**New Mexico** — Sen. Pete V. Domenici (R), Albuquerque, 505/766-3481; Sen. Jeff Bingaman (D), Albuquerque, 505/766-3636.

**New York** — Sen. Daniel Patrick Moynihan (D), New York City, 212/661-5150; Sen. Alfonse D'Amato (R), New York City, 212/947-7390.

**North Carolina** — Sen. Jesse Helms (R), Raleigh, 919/856-4630; Sen. Terry Sanford (D), Raleigh, 919/856-4401.

**Pennsylvania** — Sen. Arlen Specter (R), Philadelphia, 215/597-7200; Sen. Harris Wofford (D), Philadelphia, 215/597-9914.

**Rhode Island** — Sen. Claiborne Pell (D), Providence, 401/528-5456; Sen. John H. Chafee (R), Providence, 401/528-5294.

**Texas** — Sen. Lloyd Bentsen (D), Austin, 512/482-5834; Sen. Phil Gramm (R), Dallas, 214/767-3000.

**Vermont** — Sen. Patrick J. Leahy (D), Burlington, 802/863-2525; Sen. James M. Jeffords (R), Montpelier, 802/223-5273.

**Virginia** — Sen. John W. Warner (R), Richmond, 804/771-2579; Sen. Charles S. Robb (D), Richmond, 804/771-2221.

**Wisconsin** — Sen. Robert W. Kasten Jr. (R), Milwaukee, 414/297-4160; Sen. Herbert H. Kohl (D), Milwaukee, 414/276-5645.

Monroe (Mich.) Evening News

**Norm Poland** of Carpenters Local 1301 helps build a wheelchair ramp for a family in Monroe, Mich.

# *Unionists building community inroads*

**By Sharolyn Rosier and Duane Covert**

Union workers in Monroe, Mich., are building on an award-winning assistance program — Project Ramp — that for the past seven years has provided home access ramps for handicapped and elderly people.

The new programs, Adopt-a-House, Adopt-a-Family and Adopt-a-Nursing Home, are an extension of organized labor's concerns about the rising population of senior citizens and handicapped individuals, many of whom are living at or below the poverty level, said Gerald C. Hesson, Monroe AFL-CIO community services liaison.

Project Ramp, which received the President's Volunteer Action Award, is a cooperative effort among unions, businesses and many public and private service organizations. Its first activity, furnishing the homes of physically impaired individuals with barrier-free access ramps, was sponsored by Kenny R.E.H.A.B., the Department of Social Services and the United Way of Monroe County.

Volunteers from the Carpenters, the Laborers, Boy Scouts and the Monroe County Youth Center pitched in over the last two years to build 27 ramps for disabled individuals who could not afford them. Twelve more were expected to be built last year, Hesson said.

"It's been helpful," said Tim Ehman, a paraplegic who received one of the ramps. "I have been able to get around more."

A contractor would charge $2,000 to build the same ramp union volunteers build for about $500, Hesson added. "We currently have applications from 32 persons, but we only have funding for 12 of them. We will try to locate non-profit organizations to assist the other 20. Someday we hope to build all that is needed."

Ehman's mother, Dorothy, said that "it's been a blessing to me because I can get him out of the house by myself. Before, it took two of us. We really appreciate them doing this."

Building on Project Ramp, Adopt-a-House was created with the assistance of UAW Local 723 and Ford Motor Co. to provide preventive maintenance and repair service for recipients selected by the Monroe office of the state Department of Social Services, following applications made to the United Way.

"The recipients need this service," Hesson said. "Many times during the more active part of their lives they did their own preventive maintenance and repair. Hampered by both physical and financial limitations, they have, through no fault of their own, neglected their dwellings and have serious repairs that need to be done."

Registration of project volunteers is handled by the Local 723 Community Services Committee. "A computer program at Ford keeps track of volunteer hours, estimated cost savings and a detail of repairs to each home," Hesson said.

Since the establishment of Adopt-a-House, which received the American Public Welfare Association's Successful Project Initiative Award, more than 1,000 volunteers have repaired 29 homes in Monroe County.

Adopt-a-Family is a project of the Utility Workers Local 258, which enlists members to provide food, clothing, furnishings, career counseling, tutoring and other personal assistance to help the poor help themselves, said Hesson.

The program helps four families, sticking with them until assistance is no longer needed. The program is overseen by a committee of representatives from unions, business and the clergy.

"It's not a large-scale project, but a very interesting one. They are doing a wonderful job," said Hesson.

The newest project, Adopt-a-Nursing Home, was developed by UAW Local 723 out of a concern for residents in nursing homes who do not have family, friends or visitors.

On a quarterly basis, Local 723's Community Services Committee invites residents from area nursing homes to come to the union hall for an afternoon of food, cards, dancing and socializing.

# CWA, IBEW gain national pact at Centel

Two unions representing telecommunications workers have won a tentative first-time national agreement with Centel Corp. that covers 5,000 workers.

The proposed settlement, which still must be ratified by Electrical Workers and Communications Workers members, includes a managed care health benefit system and pension improvements.

Wages, vacations, holidays and other issues are covered by local contracts now in effect between Centel and the CWA and IBEW local unions. The local agreements expire over the next three years.

Negotiations with the telecommunications firm began in November to discuss national issues including health care benefits, pensions, and job bidding.

An effort to negotiate a national agreement in 1990 broke down over Centel's insistence on shifting greater health care costs to workers and its refusal to consider alternatives to cost-sharing. Following that round of talks, union and management representatives began meeting to discuss health care and other workplace issues.

IBEW representative Jim Brimer said that wages, because they vary by region, were not included in this round of national talks, although negotiation over wage rates could be a part of future national bargaining. He also credited cooperation between the two unions in making the joint negotiations work.

T.O. Moses, CWA's vice president for telecommunications, said national bargaining was an objective sought by both unions, noting that Centel indicated its willingness to improve labor-management relations by "responding in a positive manner" to the talks.

# Unions pledge global fight at anti-union firm

Eleven unions from around the world are coordinating their efforts to fight the anti-union tactics of Northern Telecom Inc.

The unions have called on the Canadian-based telecommunications firm to stop interfering in union organizing drives, end its electronic monitoring of workers and stop plant closings.

Charging that Northern Telecom is using "its profits to fight unions around the world," the coalition is seeking a letter of neutrality from the firm in all union organizing drives.

Leading the fight against Northern Telecom are the Communications Workers, the Communications and Electrical Workers of Canada and the Canadian Auto Workers Union, with help from union representatives in Europe, Japan, Australia and Malaysia, where the telecommunications firm has operations.

In 1990, CWA filed a multimillion-dollar federal court suit against Northern Telecom, charging that the company illegally wiretapped telephones and monitored the offices of workers at the Nashville, Tenn., facility over an eight-year period. The class action suit is still pending.

The surveillance began in 1976, the union said, when CWA's organizing efforts at the Nashville plant got under way. CWA won a representation election and bargaining rights in 1981, but not before many workers who supported the union were fired.

The class action suit seeks damages of $100 a day for each day the wiretaps were in place, for every employee or person whose conversations would have been overheard, or about 1,000 persons. In addition to federal law, which provides for the $100 a day in damages and punitive damages, the Northern Telecom workers could be entitled to damages under Tennessee privacy laws.

The complaint noted that Northern Telecom had no legal authorization for its actions, yet installed bugging devices in light fixtures and telephone wiretaps "to use or endeavor to use the contents of plaintiffs' wire, oral and electronic communications" for the company's campaign against its employees' efforts to form a union.

# Workers ratify pact; boycott ends

The AFL-CIO boycott of Guild Wineries, Inc., in Lodi, Calif., makers of Cook's Champagne, ended Dec. 9 after more than 100 Distillery, Wine and Allied members ratified an agreement after two years without a contract.

"Thanks to the boycott and the help of our locals, the national office and the AFL-CIO, our workers now have a contract," said Local 186 President Cathy Dalsis. "The boycott proved to be the best available method for our workers."

The company, which was purchased by Canandaigue of New York in 1989, agreed to wage increases of 6 percent to 9 percent in the first year, based on seniority, with a 4 percent raise in each of the final two years of the contract.

The workers will continue to receive the current 80-20 medical plan through the life of the contract, which also includes a grievance procedure and vacation and holidays with pay.

ILGWU Justice photo

**Ladies' Garment Workers** President Jay Mazur and members of the national Coalition for Haitian Refugees express strong opposition to Bush administration efforts to force the return of thousands of refugees to Haiti, where they face severe hardship and possibly death. The brutal military regime now in control already has killed more than 2,000 Haitians, an AFL-CIO statement noted. With Mazur, from left, are Jocelyn McCalla, executive director of the coalition; Rep. Charles Rangel (D-N.Y.); President Lenore Miller, Retail, Wholesale and Department Store Union; and NAACP Executive Director Benjamin Hooks.

# AFL-CIO assails abuses of rights in Nicaragua

**By James B. Parks**

Unless the Nicaraguan government acts to protect worker rights, the AFL-CIO intends to petition the U.S. government to deny trading privileges to Nicaragua under the Generalized System of Preferences and the Caribbean Basin Initiative.

According to Nicaragua's Confederation of Trade Union Unity or CUS, the major violations of worker rights involve retaliation against workers belonging to independent trade unions by managers, many of whom are holdovers from the Sandinista regime, and the forcible takeover of factories by militant Sandinistas who then lock workers out of their jobs.

AFL-CIO President Lane Kirkland wrote Nicaraguan President Violeta Barrios de Chamorro to protest one such incident in which so-called Sandinista trade unionists opened fire on unarmed CUS members, killing one person and wounding another, during an illegal lockout at the Ingenio German Pomares sugar plantation on November 1.

"The AFL-CIO urges you to investigate and prosecute the criminals, murderers and intellectual authors of this crime," Kirkland wrote Chamorro. He also urged her to "evict the Sandinistas who have illegally locked out the workers . . . and protect the rights of Nicaraguan workers."

The workers attempted to enter the plantation to begin the annual harvest, as promised in their collective bargaining contract with the plantation's management. Several weeks before, a small group of heavily armed Sandinistas had taken over the plantation as part of a continuing campaign to control Nicaraguan businesses.

The Sandinistas opened fire on the unarmed workers. CUS eye witnesses say one worker, Obdulio Herrera Baquedano, was shot by the Sandinista union's general secretary, Francisco Somoza, and then stabbed by another Sandinista and thrown onto a burning truck. Juan Jose Castillo Rodriquez was shot twice by another Sandinista union official, they said.

The police arrived only to arrest the CUS members. The Nicaraguan umbrella group of free trade unions, the Permanent Congress of Workers, in a statement Nov. 13 condemned "the passivity of the highest authorities, civilian and military, who have shown tolerance and complicity with the crimes and terror of the Sandinistas."

At the AFL-CIO convention, CUS leader Juan Espinosa warned that if the authorities fail to respect the Nicaraguan constitution and evict the Sandinista goon squads, "Nicaragua runs the risk of becoming another Lebanon."

The attack is part of a pattern of attacks by Sandinistas against the rights of workers, said William C. Doherty, executive director of the AFL-CIO's American Institute for Free Labor Development.

"Those of us who have admired and helped these courageous workers throughout their years of struggle . . . are beginning to wonder: Where is the moral courage and strength of their government leaders, elected with so much hope by those same workers nearly two years ago," Doherty said.

"Nicaraguan trade unionists are wondering why their government can't at least cut off financing for any state enterprise that is illegally seized by armed groups that lock out workers," Doherty said. "If the government doesn't act, how much longer can its friends continue to give it support and sympathy," he asked.

# Reebok awards hypocritical, international group charges

## *Footwear companies exploit poor workers*

A labor rights group has condemned Reebok and several other athletic footwear companies for violating basic worker rights.

Reebok came in for special criticism because it annually gives awards for human rights, despite its own poor labor record.

The International Labor Rights Education and Research Fund congratulated the recipients of the 1991 Reebok Human Rights Award, but said workers who manufacture shoes for companies such as Reebok, Nike, Puma, L.A. Gear and Avia are among the lowest paid and most poorly treated in the world.

"Reebok's corporate integrity would be far better served if the company utilized its moral energy to clean up its own industry, before looking for human rights heroes elsewhere," said Pharis Harvey, ILRERF's director. The organization has charged Reebok with using child labor, paying sub-minimum wages, not paying overtime and violating worker rights.

In Indonesia, where the shoe industry produces over 581.5 million pairs of footwear a year, the majority female shoe-producing work force is regularly paid wages well below Indonesia's minimum wage, Harvey said.

Much of the new production in Indonesia is by Korean companies producing under contracts with Reebok and other shoe merchandising giants, who shifted operations from Korea in the wake of the 1987 labor unrest there, which resulted in the unionization of many of Korea's shoe producers.

Reebok moved production, as part of this shift, to exploit the cheap labor offered by Indonesia, but has not addressed the human rights violations of its workers in either Korea or Indonesia, Harvey said.

Harvey suggested that Reebok give next year's award to Indonesian workers and pay all of its workers better wages and encourage their freedom of association.

The human rights awards were presented on Dec. 10 to Guatemalan educator Carlos Tolado for his work with street children; Abubacar Sultan, the National Director of Save The Children in Mozambique, for his work with former child soldiers; Mirtila Lopez of El Salvador, who has been arrested and tortured numerous times for her work in human rights and Sauver Apirre, for his work with Haitian boat people in South Florida.

# RAC tries to ditch phony suit

Ravenswood Aluminum Corp. (RAC) is now telling a West Virginia State Court to drop a lawsuit it brought against the Steelworkers Local 5668 three months ago.

RAC, the site of a 15-month lock out in which 1,700 workers were "permanently replaced," sued the Steelworkers for allegedly divulging trade secrets about RAC in the union's campaign connecting U.S. fugitive Marc Rich to RAC.

"We will ask the court to keep the case alive, first, to clear the good name of our union, and second, to prove that RAC brought this lawsuit to curb our free speech and for other improper purposes," said George Becker, a USWA vice president.

The union has clearly shown the connection between Rich and the Ravenswood plant — and will continue to spotlight it.

Filing a groundless case, reaping the publicity and then walking away is not conduct the court should allow, the USWA said.

". . . This lawsuit revealed that many of the so-called trade secrets at issue were made public not by the union, but by RAC's lawyers and witnesses in a state unemployment compensation hearing," added Jim Bowen Steelworkers' District 23 director.

# Daily News unions, creditors join forces to save newspaper

The unions representing workers at the New York Daily News have joined with other creditors in an effort to save the newspaper in the wake of the death of its publisher and a bankruptcy filing by the owners.

"We are here again to save the Daily News," said George McDonald, president of the Allied Printing Trades Council, which represents the News employees. McDonald said he was "very optimistic" about the newspaper's survival because "it's in much better shape than it was at this time last year."

McDonald is vice chairman of a creditors committee formed after the paper filed for bankruptcy reorganization to protect itself from the financial scandal that followed the mysterious death of News publisher Robert Maxwell.

After his death, officials began investigating numerous questionable financial dealings by the flamboyant billionaire.

Maxwell bought the Daily News from the Tribune Co. in March after a 146-day strike by nine unions and a national corporate campaign cut deeply into the paper's circulation and advertising revenue.

Maxwell also received sizable concessions from the unions after the kind of bargaining the Tribune wouldn't do under its plan of forcing a strike and destroying the unions with replacement workers.

Four unions — the Mailers, Newspaper Guild, Pressmen and Drivers — have seats on the creditors committee. Two union representatives also sit on an internal management committee that will propose a reorganization plan. Theodore W. Kheel, a veteran legal adviser to the unions, and Eugene J. Keilin, a New York investment adviser, were selected by the Printing Trades Council to sit on that group, McDonald said.

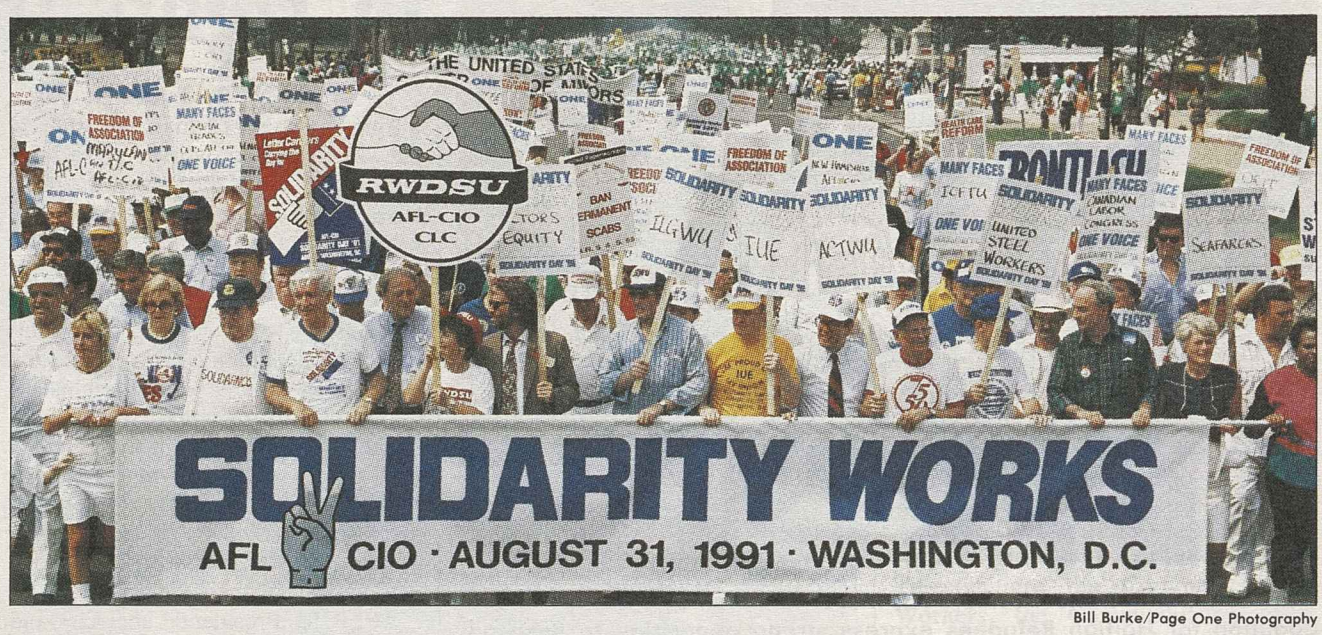
"The main thing we have to be concerned about is making sure that the lawyers, accountants and bankers don't eat up the money," Kheel said. The News is currently losing about $1.8 million a month, he said, citing management figures. It has some $8 million left in reserve and another $20 million owed to it, Kheel added.

According to published reports, Kevin Maxwell, the new publisher and one of Robert Maxwell's sons, has said the paper is not for sale and that he is looking for an "equity partner" to put up capital. Company management reportedly has told employees that it is too early to tell if layoffs will be part of the reorganization.

# 1991 marks crises in health, economy

The labor movement moves into the 1992 presidential election year with an optimism born of late-year developments — a successful Solidarity Day, the victory of Sen. Harris Wofford of Pennsylvania and a wider public awareness of the national economic emergency.

When 325,000 trade unionists and their allies marched in Washington on Solidarity Day '91, it was clear that mass support was gaining behind labor's goals. The AFL-CIO convention in Detroit showed that the momentum had picked up — but the clearest proof was Wofford's stunning victory in a campaign built on health care reform, recovery from recession and damage to workers on both sides of the Rio Grande by the administration's proposed North American Free Trade Agreement.




Bill Burke/Page One Photography

Earlier, 1991 had seen labor aggressively pressing its legislative program despite the drag of the prolonged recession and formidable opposition from the Bush administration and its big business backers. Bush has chosen to rule with his veto, relying on the conservative coalition to back him by one-third plus one, thereby frustrating majority rule in Congress.

Still, labor raised the public awareness of the need for national health care, for a ban on the "permanent replacement" of striking workers and for jobs.

Here is how 1991 unfolded:

**JANUARY** — Ranks of the unemployed swell to 7.6 million...Steelworkers win record $415 million from Continental Can...USX pays $3.3 million for health, safety violations...Food and Commercial Workers win 13-year battle with Seafirst Bank...Longshoremen ratify pact at 36 ports for raises, job security...University of Massachusetts graduate teaching aides vote UAW...Child labor abuses in Mexico feared with so-called "free" trade...Housing starts plunge to less than 1 million...Emergency board urges wage hikes for rail workers...Congress gets a report on the AFL-CIO health care hearings held around the nation in late 1990...Oil, Chemical and Atomic Workers sue American Home Products to stop runaway to Puerto Rico...Union Privilege MasterCard cuts annual interest rate to 14.75 percent.

**FEBRUARY** — Jobless rate hits 6.2 percent...AFL-CIO President Lane Kirkland tells Congress to act now on health reforms...Labor urges OSHA to tighten regulations on asbestos exposure...Clothing and Textile Workers hail first ergonomics pact in apparel industry...Lynn Martin confirmed as Secretary of Labor...AFL-CIO warns U.S.-Mexico trade zone a disaster for workers...Canadian labor opposes trade pact with Mexico...Major settlements in 1990 win 4 percent average wage increase...AFL-CIO urges Congress to act on jobs, scab ban, health care...NLRB cites American Home Products in closing of OCAW plant...Labor mobilizes members, allies for health reforms.

**MARCH** — Labor opposes Bush on "fast track" for Mexico free trade...AFL-CIO condemns actions in USSR, Baltics...Unions warn OSHA of need for asbestos controls...AFL-CIO opposes term limits for elected officials...Housing starts plunge to lowest levels since '82...Jobless rate jumps to 6.5 percent...Kirkland testifies for ban on striker replacements...Maxwell buys Daily News pending ratification by unions...ACTWU buyout effort seeks to save jobs in Maine...Labor hails Supreme Court decision not to ban women from certain jobs...Ladies' Garment Workers President Jay Mazur urges 'Domestic Storm' at industrial union parley...NIOSH finds VDT use risk-free for pregnancies.

**APRIL** — Labor backs extension of UI benefits...AFL-CIO says U.S. workers need safeguards in trade pact...Campaign set to help hungry children in America...Building and Construction Trades Department President Robert Georgine hails Congress for blocking 'helpers' scheme to undercut Davis-Bacon...UFCW presses OSHA to crack down on meatpackers...Electronic Workers picket Commerce Department to protest Mexico trade plan...Jobless rate jumps to 6.8 percent...Minimum wage hike leaves many below poverty line...Bakery Workers, Nabisco bury hatchet...ILGWU's Sol "Chick" Chaikin dies at 73...Labor, House Democrats urge Congress to say no to Mexican free trade...Kirkland urges health reform to curb costs, expand access...Coal firms penalized for tampering with dust samples...Union Privilege Mastercard drops rate to 13.88 percent...Government ends rail strike; new panel to decide issues...Chrysler 'stole' board seat from UAW, it is revealed...CPI down first time in five years...Pacific Northwest unions oppose Ancient Forest Act...Supreme Court backs NLRB's rule on eight hospital bargaining units...Building trades support health care reforms and ban on permanent replacement of strikers.

**MAY** — Jobless rate falls to 6.6 percent...Poll shows 72 percent oppose fast track for Mexico free trade...Teamsters ratify national freight agreement...Chinese labor leader Han Dongfang released from prison...AFL-CIO urges banking reform...Collapse of First Executive shows need to protect pensions...Campaigns under way to organize nation's hospital workers...Senate agrees to ILO ban on forced labor...Amalgamated Transit Union's La Sala faults judge for shaving Greyhound liability...Labor backs 'toycott' of Chinese prison-made products...Labor regrets congressional approval of fast track authority.

**JUNE** — Supreme Court approves non-member fees for national and state unions...AFL-CIO cites rights' abuses in opposing most-favored-nation trade status for China...UFCW attacks Wal-Mart's "Buy American" scam...Jake Clayman, senior citizens and labor leader, dies at 86...Jobless rate jumps to 6.9 percent...House passes civil rights bill; focus turns to Senate...GAO says Canada-type health plan would save $67 billion a year...UAW welcomes Big Three dumping charge against Japanese...Postal unions win pay hikes in contract...ILO to act on strengthening worker rights...Boris Yeltsin meets with AFL-CIO Executive Council, reiterates support for Russia's free trade unions...NLRB grants unions bargaining rights on job relocation.

**JULY** — AFL-CIO launches campaign to finish the job in Senate of winning a Workplace Fairness bill after House votes 247-182 on July 17 for ban on scabs...Union Privilege program offers 3 percent mortgage down payment plan...Conservative Supreme Court solidified with Marshall exit...Teamsters nominate three for top post in December vote...Dee Maki elected Flight Attendants president...Government Employees, Labor Department in five-year pact, seek model workplace...AFSCME President Gerald McEntee urges sending child care bill to Bush before recess...BMWE elects Mac Fleming president...Rail union leaders blast board's binding report...Communications Workers welcome EEOC's $60 million bias settlement with AT&T...OSHA reforms formaldehyde standards...Labor Department reports over the year job losses in 45 states...Democrats move UI benefits in House...IUE seeks shares of Westinghouse profits...Transportation Communications Union convention elects Robert A. Scardelletti president along with other new leaders...Hotel Employees and Restaurant Employees convention adapts organizing to changing industry.

**AUGUST** — Labor opposes Thomas; NAACP mobilizes against his confirmation...Unemployment drops slightly to 6.8 percent...Bush veto threatens UI bill...Allied Industrial Workers combat Whirlpool's union-busting...UAW persuades overseas agency to cut off South Korea...Senate Democrats offer cost controls on health care...Labor says children, families should top nation's agenda...Reagan-Bush federalism blamed for city, state crises...Labor blasts Bush's lifting of sanctions on South Africa...Union Mastercard lowers rate to 13.5 percent...More than 325,000 turn out for Solidarity Day '91, focusing on labor's agenda of health care reform, a ban on the permanent replacement of strikers and freedom of association at home and abroad...Bargaining gains of 3.4 percent continue two years of comeback...Paperworkers, Carpenters aim to protect jobs, owls...Hicks elected Utility Workers president...Kirkland hails worker role in "triumph of Soviet people"...Labor protests Bush's two-faced act in withholding jobless funds...

**SEPTEMBER** — Unemployment still at 6.8 percent...Only 5 percent long-term jobless get benefits...OCAW elects Wages president...AFGE's John Sturdivant re-elected...Poultry plant fire kills 25 in North Carolina; AFL-CIO seeks federal takeover of North Carolina OSHA plan.... SEIU backs Senate move to protect workers with AIDS...Kirkland says Thomas would reinforce right-wing court...UFCW claims Food Lion ripped off workers...Ironworkers convention backs job programs, safety...U.S. poverty population at 33.6 million...CWA-IBEW contract with NYNEX model for Baby Bells.

**OCTOBER** — Jobless rate hangs at 6.7 percent...AFL-CIO says: Act now on health reforms...UFCW urges Congress consider merger impact on bank workers...Chavez blasts CBS story for "farmworker bashing"...Senate clears family leave; veto looms...ACTWU wins first contract at S. Lichtenberg...OSHA asserts jurisdiction over North Carolina safety plan...Public Employee unions lead fight to improve government...TCU wins 15 percent wage hike at Amtrak...Six MEBA/NMU and Seafarers members honored for South China Sea rescue.

**NOVEMBER** — Civil rights bill clears Senate, gets Bush OK...unemployment inches up to 6.8 percent...House passes $151 billion highway mass transit bill...Wofford win puts health care on front burner as all six presidential candidates attend forum at AFL-CIO convention...Bush approves UI aid...AFL-CIO says United States must find political will to spur economy...Wofford gets thunderous welcome at AFL-CIO convention...Workers get dream homes through Union Privilege program...Norton, Otero, Sacco elected AFL-CIO vice presidents...Congress passes highway and mass transit bill that would create 2 million jobs over six years.

**DECEMBER** — UAW organizes 3,000 workers in Tennessee plant; BCT also victorious in Tennessee...Rainfair pact regains jobs for ILGWU workers, with improved benefits...Pan Am folds, stranding thousands of union workers...Frontlash Toycott campaign warns shoppers of child labor in China...Unions welcome new OSHA standard on blood-borne diseases...Ron Carey elected president of Teamsters...Unemployment rate stuck at 6.8 percent as 240,000 more jobs lost.

**— Press Associates**

## Newsmakers

Christmas in Hamlet, N.C., was a little brighter this year, thanks to the efforts of several groups to bring the holiday spirit to victims of the Sept. 3 Imperial Foods Products plant fire. According to **Yvonne Loury** of the United Way of Richmond County, groups from Maryland and Raleigh held parties for children of the workers, with one party especially for the children of the 25 workers killed in the blaze. She said more than $350 was spent by one group on each of the children. **Judy Fitzgibbon,** AFL-CIO liaison with the United Way, also described efforts to assist the victims with such things as utility and gasoline payments and long-term help with regard to education and job training. The Clothing and Textile Workers had gathered toys, food and money for families as well, she said.

A delegation led by the International Federation of Journalists and The Newspaper Guild, its U.S. affiliate, met with the ambassador to Peru Dec. 5 in Washington. The group — which included **Charles Dale,** the president of the Guild, **Jesse Friedman,** deputy executive director of the American Institute for Free Labor Development, and **Hal Ponder,** assistant to the president, AFL-CIO Professional Employees Department — was protesting the Peruvian government's failure to stem a wave of assassinations and other violence against Peruvian journalists.

### DEATHS

**Everett A. Treadway,** president of the Elevator Constructors, died Dec. 16 of a heart attack at home. He was 61.

Treadway began his trade union career in 1956 with IUEC Local 7 in Baltimore, eventually rising to become a member of the union's labor and arbitration committees. He was first elected president in 1976.

Treadway served as a member of Maryland's Elevator Study Commission and was instrumental in securing legislation on state elevator inspectors.

He is survived by his wife, Joan; three daughters, Cindy, Jodi and Candy; and a son, Keith.

**Juana Estrada Chavez,** mother of Farm Workers President **Cesar E. Chavez,** died of kidney failure at her home in San Jose, Calif., Dec. 14. She was 99.

She was born in Ascension, Mexico, and moved to Yma, Ariz., as an infant. She and her husband, Librado, lost their farm during the Depression and joined the stream of migrant farm workers to California in the 1930s. Cesar Chavez credited his mother with inspiring him to become a leader in the farm labor movement.

"She said don't be afraid to fight — by standing up for your rights," Chavez said of his mother in a statement after her death.

In addition to Cesar, she is survived by sons Richard and Librado; two daughters, Rita Medina and Vicki Lastra; 33 grandchildren; and 83 great-grandchildren.

## *Red Cross vows 'sensitivity'*

A pair of sharp eyes has resulted in sensitivity training for the Baltimore chapter of the American Red Cross.

IUE Secretary-Treasurer Edward Fire spotted a Toyota panel truck with the Red Cross logo and Maryland tags while commuting to work, and wrote to Red Cross President Elizabeth Dole as soon as he arrived at his office.

"I know for a fact that the unions which represent workers in the American automobile industry, and the industry itself, have been longtime, strong and effective supporters of the Red Cross," Fire told Dole. "For any Red Cross Chapter, or the National Red Cross, to purchase foreign-made vehicles is not only an insult, but it is 'biting the hand that feeds it.' "

Three weeks later, a Red Cross official wrote Fire that the cars had been leased by the Baltimore Chapter and Blood Region by a former employee, and that "the current leadership is committed to change to American-made products."

"We at the American Red Cross National Headquarters have asked our chapters to be sensitive to working responsively with organized labor," wrote James W. Krueger, vice president for public support.

"I believe the chapter in Baltimore will be more sensitive in the future. We are very aware that the General Motors Corp., the other American automobile manufacturers and of course the labor movement are great supporters of the American Red Cross and its chapters."

## Resources

### SEMINARS

The **New Roles for Unions** productivity symposium will be held at College Hall, University Club in New York City Jan. 15. The session focuses on expanding the role of unions and further involving employees in all facets of business. For information call the Work In America Institute, 914/472-9600.

### VIDEOS

**If You Don't Come in Sunday, Don't Come in Monday,** a 50-minute labor history, is available in a package of three cassettes for $125 plus $10 shipping. For information, contact James McFadden, Manpower Education Institute, 715 Ladd Road, Bronx, N.Y. 10471. 212/548-4200.

## Pension parley to explore how to boost funds

Representatives of organized labor, employers, insurers and the government will gather in Washington this month for a two-day conference on pensions.

Pension-Net, sponsored by the AFL-CIO Department of Employee Benefits, will be held at the Sheraton-Washington Hotel Jan. 29-30. The conference will include presentations on public- and private-sector plans, economics and demographic trends and the strategic use of pension funds, among other topics.

AFL-CIO Secretary-Treasurer Thomas R. Donahue will discuss union pension fund empowerment during the conference's first day. Other featured speakers are Assistant Secretary of Labor David Goerge Ball of the Pension Welfare Benefits Administration and James B. Lockhart, executive director of the Pension Benefit Guaranty Corp.

"There is a need to host education events as a way to foster dialogue on pension issues among trade unionists in public-sector plans, private-sector single-employer plans and multiemployer plans," said AFL-CIO President Lane Kirkland.

"The purpose of this year's conference is to explore the shared interest of trade unionists in all sectors of the federation in providing for secure and adequate income in retirement and for providing real economic growth and infrastructure development in state and local communities," he said.

The conference also will include panel discussions on economically targeted investments and job generation, benefit issues, pension investments and administrative issues and sponsoring shareholder resolutions.

The conference is limited to 300 participants and applications are being accepted on a first-come basis, with a registration fee of $150. To register, contact the Department of Employee Benefits, 815 16th St. N.W., Washington D.C. 20006. Phone 202/637-5200.

## *Convention Calendar*

*This is a list of conventions and conferences scheduled for 1992 by the AFL-CIO, its affiliated unions, state and local AFL-CIOs and fraternal organizations. Changes and additions will be reported.*

| DATE | ORGANIZATION | PLACE |
|---|---|---|
| March 8-11 | Louisiana | Baton Rouge |
| March 9-12 | United Textile Workers | Las Vegas |
| March 24-27 | Pennsylvania | Philadelphia |
| April 6-8 | CWA | Miami |
| April 12-15 | New Jersey | Atlantic City |
| April 20-23 | Service Employees | Las Vegas |
| May 1-2 | North Dakota | Grand Forks |
| May 20-22 | Arizona | Flagstaff |
| May 25-29 | Distillery Workers | Toronto |
| June 2-4 | Ohio | Cincinnati |
| June 8-10 | Idaho | Boise |
| June 11-13 | South Dakota | Sioux Falls |
| June 12-19 | ILGWU | Miami Beach, Fla. |
| June 15-17 | Seafarers | Piney Point, Md. |
| June 15-19 | AFSCME | Las Vegas |
| June 22-26 | OPEIU | Bal Harbour, Fla. |
| June 29-July 3 | Newspaper Guild | Chicago |
| July 22-27 | Police Associations | Houston |
| July 27-30 | California | San Francisco |
| August 3-7 | Fire Fighters | Vancouver |
| August 3-7 | Postal Workers | Anaheim, Calif. |
| August 10-15 | Glass, Molders & Pottery | Las Vegas |
| August 11-16 | Teachers | Pittsburgh |
| August 12-14 | Iowa | Waterloo |
| August 16-21 | Letter Carriers | St. Louis |
| August 24-27 | Washington | Everett |
| August 28-29 | Wyoming | Cheyenne |
| Aug. 30-Sept. 2 | Missouri | Lake Ozark |
| Aug. 30-Sept. 2 | Illinois | Chicago |
| Aug. 30-Sept. 3 | New York | Kiamisha Lake |
| Aug. 31-Sept. 4 | Steelworkers | Pittsburgh |
| Sept. 11-13 | Vermont | S. Burlington |
| Sept. 13-16 | Minnesota | Rochester |
| Sept. 16-18 | Connecticut | Hartford |
| Sept. 18-19 | Rhode Island | Providence |
| Sept. 19-27 | Amalgamated Transit Union | Miami |
| Sept. 21-25 | Graphic Communications | Honolulu |
| Sept. 28-30 | Wisconsin | LaCrosse |
| Sept. 28-Oct. 2 | Paperworkers | Miami Beach, Fla. |
| Sept. 28-Oct. 6 | Machinists | Montreal |
| Oct. 29-31 | South Carolina | Myrtle Beach |
| Nov. 3-6 | Flight Attendants | San Francisco |
| Nov. 11-13 | IUD | Miami |
| Nov. 19-23 | Electronic Workers | Miami Beach, Fla. |

### AFL-CIO Meetings

| | | |
|---|---|---|
| Feb. 17-21 | AFL-CIO Executive Council | Bal Harbour, Fla. |
| March 16-21 | AFL-CIO Education | Pittsburgh |
| May 12-14 | AFL-CIO Lawyers | Atlanta |
| May 13-14 | Secretary-Treasurers' | Portland |
| May 15-18 | Union Industries Show | Portland |
| June 8-19 | Community Services | Atlanta |

# Health care crisis hits working families, employers

**Continued from Page 1**
face increased health care cost sharing, thus raising out-of-pocket expenses and sacrificing what they might put aside for retirement.

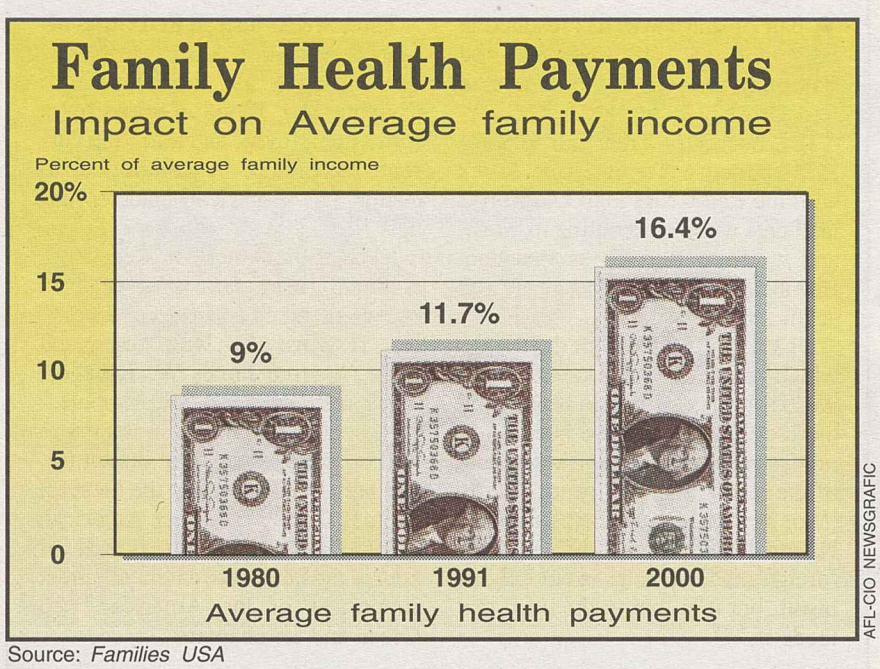
In addition, employers are cutting retirement benefits to pay their share of rising health care costs, leaving less in the pot for those workers when they do retire.

"These statistics emphasize that increases in health care expenditures are crowding other benefits, such as very important and very necessary increases in wages," said Ignagni, the AFL-CIO's director of employee benefits. "We're putting more and more resources into the health care section, and yet there's little evidence we're getting value for our considerable investment.

"Administrative costs are far too high," she said, noting that entirely too much paperwork exists. "And we absolutely need government leadership," to face up to the crisis, she said.

A Families USA report, released Dec. 10, further emphasizes the burden health care costs have become on the nation's families. "Health care spending in the United States now amounts to $6,535 per family — of which two-thirds ($4,296) is paid by families themselves and one-third ($2,239) is paid by America's businesses," the report said.

In contrast, the report notes that the average American family paid a total of $1,742 for health care in 1980, and projects that total will rise to $9,397 by the end of the decade. The expense figures include out-of-pocket costs, health insurance and state and federal taxes that go for health programs.



Source: *Families USA*

AFL-CIO NEWSGRAFIC

"Where will the average family get the money to afford these skyrocketing health costs?" asked Ron Pollack, executive director of Families USA. "By cutting back on mortgage payments? By taking it out of their children's tuition? The fact is that health costs threaten the economic security of most American families."

The Families USA study also gauged the increased burden on businesses and the associated shifting of costs to workers.

"What businesses spend on health care depresses wages. So health costs are holding family incomes down at the same time that they're driving family expenses up," Pollack said. "Families are paying an increasing share of rapidly swelling private insurance costs. With their backs up against the wall, more and more employers are shifting rising health costs to their workers."

The Commerce Department report, "U.S. Industrial Outlook 1992," predicts that overall health expenditures will continue to increase at an average annual rate of 12 percent to 13 percent during the next five years.

The AFL-CIO and its affiliates, testifying to the drastic price the current health care system is exacting on American workers, have been calling for reform based on the principles of universal access, significant cost containment, quality care and progressive financing.

The minority report by the Bush health care advisory panel said the cost of health care will not be brought under control until three things happen:

- Society considers health care as a basic right.
- Health protection is extended to everyone.
- A uniform and consistent nationwide approach is adopted to contain costs.

The overall issue of health care reform has garnered renewed attention from lawmakers and politicians since Democratic Sen. Harris P. Wofford's November victory in the Pennsylvania Senate race. In early December, a group of Democratic senators, including Wofford, traveled to Tampa, Fla., Atlanta, Cleveland, Detroit and Denver to research the country's health care problems.

Bill Hoffman, the director of Social Security for the UAW, testified at the Detroit hearing of the pressing need for health care reform. He also gave lawmakers the testimony of a laid-off UAW worker.

Other senators on the health care tour included Majority Leader George J. Mitchell of Maine, Jay Rockefeller of West Virginia, Donald W. Riegle Jr. and Carl Levin of Michigan and Bob Graham of Florida, all Democrats.

Before the tour, Mitchell said the current system was "a national disgrace" and he predicted that Congress would act in 1992 to improve it. About 200 House Democrats plan to hold town meetings around the country on reform Jan. 14.

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JANUARY 6, 1992

AFL-CIO NEWS

# INSIDE

**1** ***Community support boosts S. 55 drive***
The labor movement is stepping up the campaign for S. 55, the Workplace Fairness bill, buoyed by rising support from religious and community groups around the nation.

**2** ***Labor moving ahead on legislative agenda***
While labor won some important victories during the 1991 congressional session, it is looking ahead to tough fights on unfinished business when Congress reconvenes.

**5** ***SEIU takes on Apple in fight for janitors***
In rallies and boycotts, the Service Employees are building support for an organizing campaign at Shine Building Maintenance, which cleans Apple Computer facilities.

**6** ***OCAW fanning heat on Martin Marietta***
The federal government is aiding union-busting by Martin Marietta Corp. at its Ohio uranium enrichment plant, the Oil, Chemical and Atomic Workers charge.

**8** ***Michigan unionists offer time, talents***
Union workers in Michigan are lending their hands in several community efforts, including Project Ramp, Adopt-a-House, Adopt-a-Family, Adopt-a-Nursing Home and more.

**11** ***1992 calendar notes AFL-CIO, union events***
The AFL-CIO's 1992 calendar includes a schedule of federation meetings, affiliate and state AFL-CIO conventions, the Union-Industries Show and other events.

UNION YES

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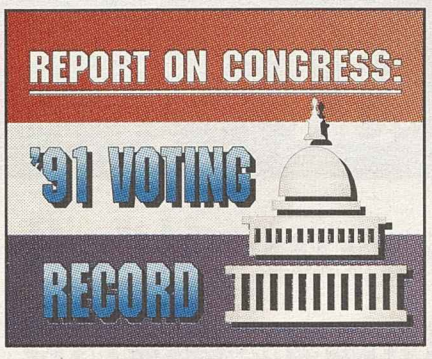
SPECIAL SECTION




**A four-page** special pull-out section shows how members of Congress voted on key labor issues during 1991. **See Pages 5-8.**

# Kirkland: 'Get economy moving again'

**By John R. Oravec**

With the 19-month-old recession battering workers in all sectors of America's economy, AFL-CIO President Lane Kirkland called on Congress and the president to launch a wide-ranging recovery program without further delay.

Testifying before the Senate Budget Committee, Kirkland said the current focus should be on formulating a sound remedy to fix the ailing economy — a fiscal stimulus of about 1 percent of the gross national product.

Kirkland stressed that priming the pump "with an immediate shot of direct government spending for desperately needed job-creating public works projects and for maintaining the purchasing power of the unemployed" must take precedence over the 1990 deficit reduction agreement.

"If you do nothing, the deficit will grow," he told the Senate panel. "But each 1 percent decrease in the unemployment rate will save the Treasury $33 billion — $28 billion in new tax revenues and $5 billion in savings from various human services programs. So the 1990 budget agreement should be set aside." The necessary investment would be about $60 billion, including changes in the tax code.

Kirkland outlined labor's economic blueprint for both the short and long term:

- An immediate fiscal stimulus of investment in ready-to-go projects for the infrastructure and housing, and aid to state and local governments to maintain services.
- Tax equity changes that will give the middle class more money to spend by shifting the tax burden toward the highest income brackets.
- A national health care program to improve the competitiveness of U.S. industry.
- Realistic trade, investment and industrial policies.
- Overhaul of the unemployment insurance system, including further renewal of extended benefits.

Testifying a day before the government reported the nation's jobless rate

**Continued on Page 3**

# Desert march puts spotlight on S. 55 drive

**By Muriel H. Cooper**

It was truly a high-impact exercise for solidarity — a 300-mile march across the Mojave Desert, from Las Vegas to Los Angeles.

The 10 workers who set out Jan. 4 on the 11-day trip, all "permanently replaced" by the Frontier Hotel in Las Vegas, were dramatizing the need to pass S. 55, the Workplace Fairness bill, which would outlaw the use of "permanent replacements" for striking workers.

The workers represent about 550 members of the Hotel Employees and Restaurant Employees, Teamsters, Operating Engineers and Carpenters who were forced to strike in September 1991 to protect their health and pension benefits at the hotel. The dispute has congealed labor solidarity, which has included a march down the Las Vegas strip in December that attracted more than 12,000 supporters.

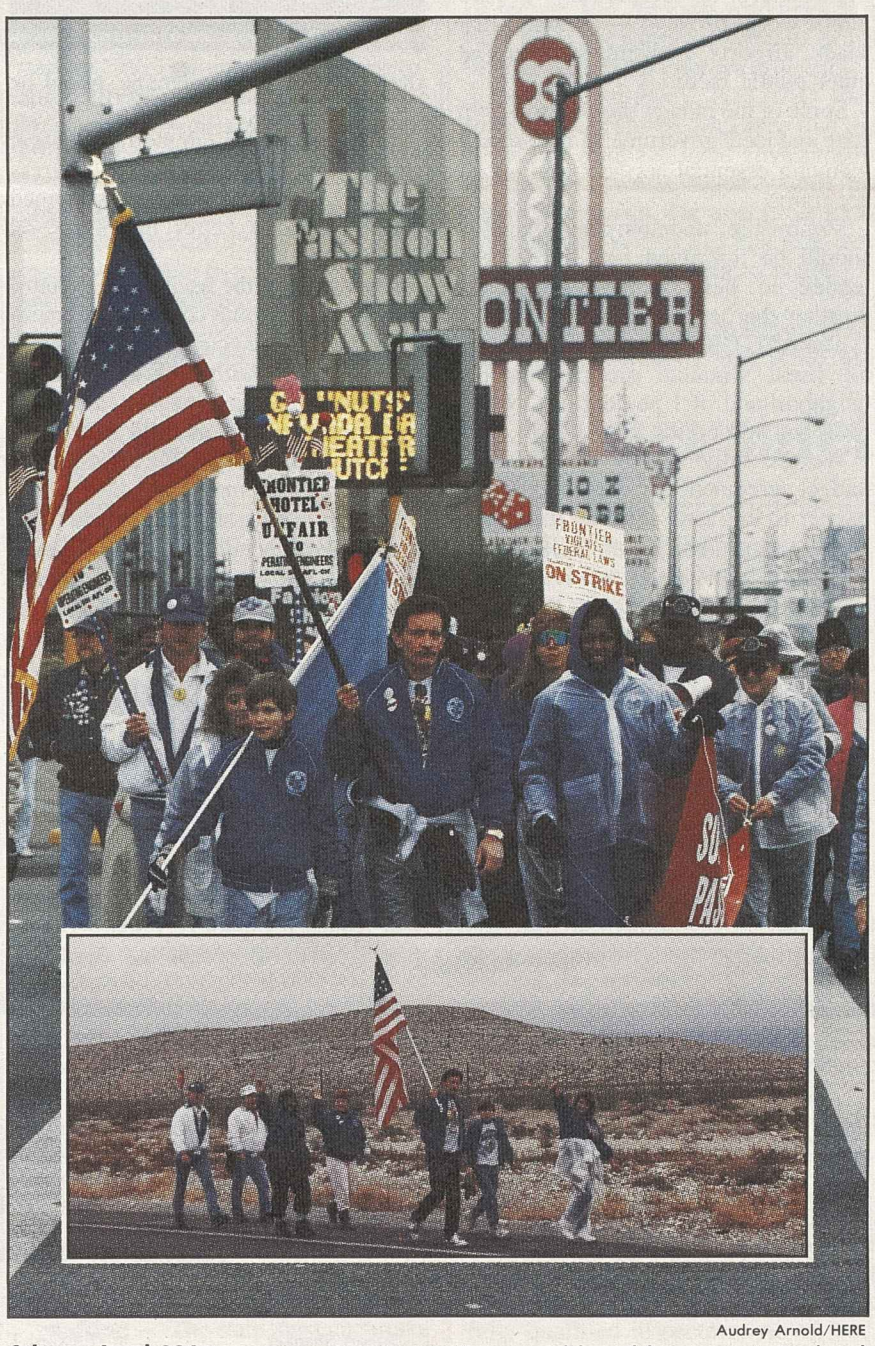
The marchers, who began their walk on an overcast Saturday, were forced to walk an additional 80 miles when the state of California denied them a parade permit along the major interstate. But neither rainy weather nor blistery feet defeated their spirit during the walk, which was scheduled to end with a rally and fund raiser on Jan. 18 in Los Angeles.

"It's totally wrong that employers can get away with 'permanently' replacing strikers," said Victor Mancilla, one of the marchers. "I've worked for the Frontier Hotel for 20 years, but this march represents much more than just the issues involved in our strike. This march is a cause. It's about defending the right to strike for all working people."

Dianna Williams and Diane Spence, non-union Keno runners who walked out of the casino in support of the strikers, also made the desert trek. "Through this march we want our political leaders to listen to us and pass S. 55," said Williams. "I am fighting for the future of my children and grandchildren."

The Las Vegas-to-Los Angeles trek came as labor was gearing up for a major battle to pass S. 55 in the Senate, a vote that is expected to come sometime early this year. Supporters will need 60 votes to break an expected filibuster.

**Continued on Page 12**




Audrey Arnold/HERE

**Culinary Local 226** Secretary-Treasurer Jim Arnold and his son, J.A., lead marchers out of Las Vegas and into the Mojave Desert.

# Bush gives health care short shrift

**By Colleen M. O'Neill**

Although it is facing a nation crying out for national health care reform, the Bush administration appears content to do little on the issue except to lash out at reform proposals being offered by Democrats.

The "play-or-pay" legislation backed by Democratic leaders was attacked on Jan. 9 in a news conference called by Secretary of Labor Lynn Martin and Secretary of Health and Human Services Louis Sullivan. Likewise, Rep. Dick Armey (R-Texas) released a paper Jan. 10 that faulted a proposed Canadian-style national health plan.

"Play or pay" is the congressional shorthand for proposals that give employers a choice of providing health care protection for their workers or paying into a public program that would provide such coverage.

The Bush administration, which has all but ignored the growing debate on the nation's health care crisis, now appears ready to spell out its health care proposals in President Bush's Jan. 28 state of the union address to Congress.

The Democrats, meanwhile, took the case for comprehensive health care reform to the people. Beginning Jan. 14 in 42 states and the District of Columbia, 172 members of Congress were to hold nearly 200 town meetings on the crisis, seeking to gauge national priorities on health care.

The AFL-CIO has continued to argue that only meaningful, substantive reform will address the mounting crisis.

"We've reached such a level of urgency in the health care system that state-by-state experiments and time-consuming demonstrations will only delay the reform process and send the

**Continued on Page 4**

# POINT OF VIEW

## 'The best way to lead this economy out of recession is through priming the pump'

*The following are excerpts from testimony by AFL-CIO President Lane Kirkland Jan. 9 before the Senate Budget Committee:*

The American people have every right to be outraged at the conduct of their government and particularly its lack of response to what has become the longest national recession since the Great Depression of the 1930s.

Today, more than a year-and-a-half into a downturn that has battered all sectors of the economy and continues to wipe out thousands of jobs every week, virtually nothing has been done — or even tried — to help bring about an economic recovery. That's disgraceful.

In fact, it wasn't until last month — after Congress sent the White House its third attempt to extend unemployment benefits — that the president finally conceded that a recession even exists.

Millions of working Americans are suffering. Each week brings news of more large-scale layoffs over a wide range of industries.

So far, the cynical strategy of the Reagan and Bush administrations has worked — huge budget deficits have effectively paralyzed the federal government and prevented it from developing the only solution to this recession that we know will really work.

And what is that solution?

It is not to enact another cut in the capital gains tax and hope that the rich will bail us out.

Nor is it for Japan to help American executives sell Chinese-made toys and Mexican-made cars in Tokyo.

And while our tax system could certainly be made more equitable, it is pure flight of fancy to believe that a middle-class tax cut will fuel a consumer-led recovery.

With consumer debt already at an all-time high — with the economy losing hundreds of thousands of jobs each month and with the cost of health care skyrocketing — does anyone truly believe that working Americans are waiting only for a tax cut of a few dollars a week to embark on a huge shopping spree?

Besides, what would ensure that the bulk of any such spending would be on items that create and sustain jobs in the United States?

History tells us that the best way to lead this nation's economy out of recession is through fiscal stimulus — "priming the pump," if you will — with an immediate shot of direct government spending programs for job creation and for maintaining the purchasing power of the unemployed.

This short-term strategy of investing in the rebuilding of America's infrastructure, its public services and its social safety net should be combined with other long term measures to put the economy on a solid footing and make the nation globally competitive in the years to come.

Congress ought to provide funding immediately on desperately needed public works projects — on things like roads, airports, housing, schools and other public facilities.

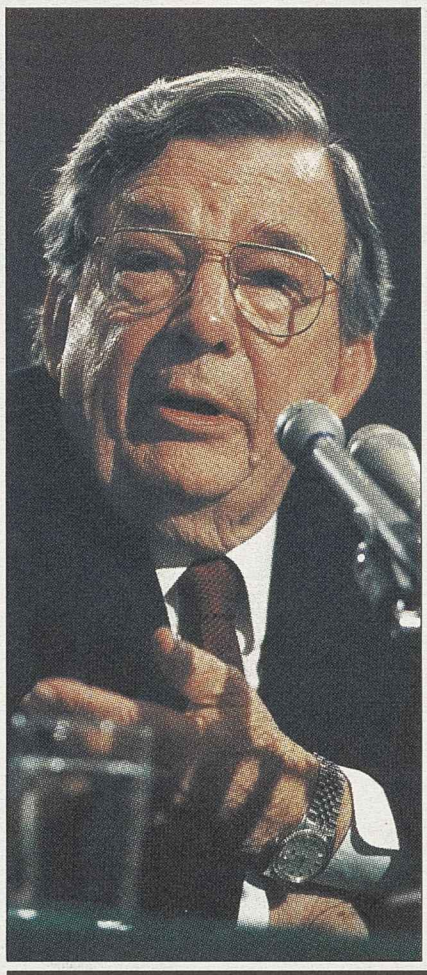
Some of the money should go to help state and local governments restore and maintain essential services and social programs.

Meanwhile, unemployment benefits should be improved and further extended to help jobless Americans weather the bad times.

The AFL-CIO recommends an overall fiscal stimulus program in the neighborhood of 1 percent of GNP — or about $60 billion.

We are fully aware that the 1990 budget agreement currently stands as a barrier to this kind of fiscal medicine. But the huge deficits of the Reagan-Bush era should not stand in the way of the only strategy that we know can bring the nation out of recession. There has never been a robust recovery from any modern recession that was not helped along by a strong dose of fiscal stimulus.

Let's face facts: if Congress does nothing, the deficit will grow. But each 1 percent decrease in the unemployment rate will save the U.S. Treasury $33 billion — $28 billion in new tax revenues and $5 billion in savings from various human services programs. So the 1990 budget agreement should be set aside.



*"The country is locked in a vicious, downward cycle of production cuts, job losses, wage cuts and reduced consumer spending. Only vigorous government action — including a short-term economic stimulus and long-term economic planning —will break the cycle and turn things around."*

In addition to immediate fiscal stimulus, there are things Congress should do to set the stage for sustained recovery and a better future for all Americans.

First is to fix the health care system. Skyrocketing health costs are a tremendous drag on the economy — threatening individuals with bankruptcy, keeping them from changing jobs, and making employers who provide health care coverage less competitive at home and in international markets.

The tax system should be made more progressive by cutting taxes on the middle class and paying for it by raising rates on the wealthiest 1 percent of Americans. I want to re-emphasize, though, that a middle-class tax cut alone will not lead us out of this recession.

And it's time to jettison the misguided trade policies that have gutted America's industrial capacity and the economy by shipping millions of good jobs overseas. The AFL-CIO remains a strong proponent of increasing the country's exports, but we also believe that America cannot rely solely on export growth to secure its economic future. We ought to be more concerned about recapturing our domestic market from our trading partners.

While the expansion of unemployment benefits last month provided some desperately needed help to the jobless, people will begin exhausting these added benefits by late February to mid-March. We know from experience that even if the economy were to rebound immediately, unemployment will remain high for many months to come.

We ask that Congress and the administration act now to reauthorize and expand the extended benefits program to continue until the recession is over. What's really needed, though, is a complete overhaul of the entire UI system, so that coverage can be increased by removing the many criteria now used to disqualify workers rather than cover them.

The country is locked in a vicious, downward cycle of production cuts, job losses, wage cuts and reduced consumer spending.

Only vigorous government action — including a short-term economic stimulus and long-term economic planning — will break the cycle and turn things around.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# LEGISLATION

## Public investment urged to spur economic growth

**Continued from Page 1**

escalated to 7.1 percent in December, Kirkland noted that the persisting recession — longer than any economic disruption since the Great Depression — has wiped out millions of needed jobs.

"Job losses have not spared any segment of the economy," he pointed out. "Construction, manufacturing, retail, service and the public sector have all been impacted heavily. White-collar as well as blue-collar jobs are being lost."

Kirkland said people have a right to be outraged about their government's failure to respond to the faltering economy and the Bush administration's long-running denial that the recession even existed.

It was only in December — 18 months into the recession — that Bush conceded there was a problem with the economy, Kirkland said.

"Long before the current recession, a combination of sluggish economic growth, Reagan-era tax cuts for the wealthy and a huge military build-up had robbed the government of the resources needed to invest adequately in the nation's future," he observed.

"In a cynical strategy to shrink the size of government, the Reagan and Bush administrations ran up huge federal deficits that were used as a club to hold down spending for many programs vital to the quality of life and the long-term effectiveness of the economy.

"Urgently needed public investment in health care, child development, housing and infrastructure have been held hostage to the largest and longest string of federal budget deficits in the nation's history."

The resulting budget gridlock has hamstrung social progress and now is being manipulated against using fiscal policy as a potent tool to combat the recession, Kirkland said.

What will not work, he suggested, is another round of capital gains tax cuts for the rich, Japan helping U.S. business executives to sell Chinese-made toys or Mexican-made cars in Tokyo, nor token tax reductions for the middle class.

Kirkland said Congress already has taken an important step toward economic recovery by passing the Surface Transportation Act that will provide $155 billion for building projects over the next six years. He suggested, however, that out-year spending be accelerated for projects that would be undertaken anyway.

He also urged that Congress consider waiving the rule on matching funds by state and local government for transportation projects, provide more financing for housing programs for low- and middle-income families, increase federal grants-in-aid to states and local governments, as well as to perform a complete overhaul of the unemployment insurance system to cover workers who are now disqualified.

"This recession should not be allowed to continue and push the nation deeper and deeper into the bogs of unemployment and economic stagnation," Kirkland said.

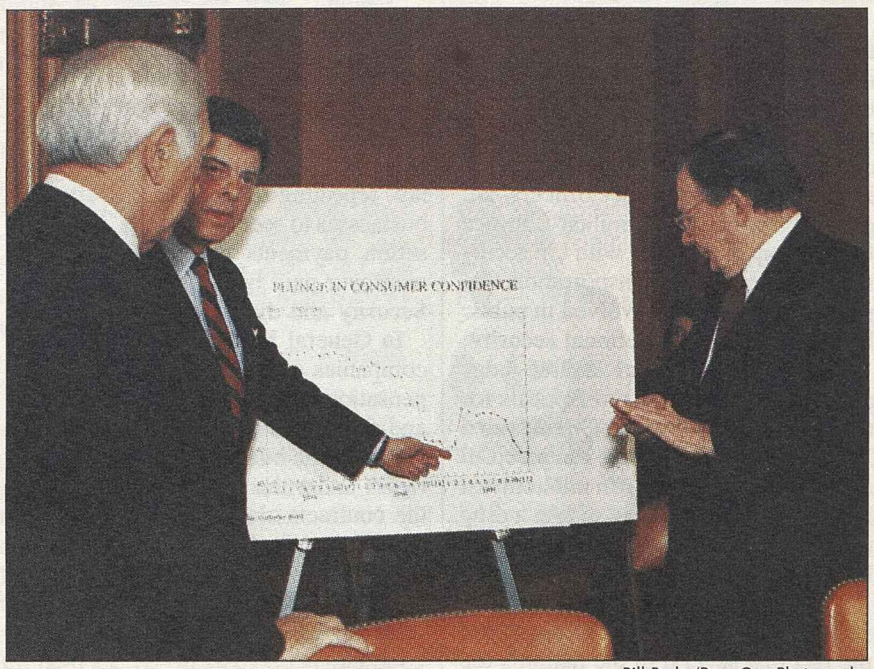
"Inaction will mean a colossal waste of human and material resources at a time when the nation desperately needs to raise output and improve efficiency."

In other testimony, AFL-CIO Vice President Gerald W. McEntee told the panel that state and local governments are in the "worst shape" since the 1930s depression. He urged that Congress allocate at least $15 billion so they can restore services vital to victims of the recession.

"We need immediate government action for job creation," the AFSCME president said. "The most efficient way to create those jobs is through grants to state and local governments."

Legislation modifying the 1990 budget agreement to spur economic recovery is being initiated in the Senate by Budget Committee Chairman Jim Sasser (D-Tenn.) and Sen. Paul Sarbanes (D-Md.), chairman of the Joint Economic Committee.

Their proposal includes the use of cuts in defense spending to finance a combination of middle-income tax credits, grants and loans to state and local governments for infrastructure expansion and further extension of unemployment benefits.




Bill Burke/Page One Photography

**AFL-CIO President** Lane Kirkland examines a chart on consumer confidence, along with Sens. Frank Lautenberg (D-N.J.), left, and Jim Sasser (D-Tenn.), before he testifies on solutions to the nation's economic woes.

## North Carolina given 90 days to get safety act together

By Colleen M. O'Neill

North Carolina officials have 90 days to correct deficiencies in its job safety and health program or the government will take steps to take over the plan.

A report evaluating the North Carolina state plan was released Jan. 8 by Secretary of Labor Lynn Martin and Gerard F. Scannell, the assistant secretary for occupational safety and health. That study was begun after 25 workers lost their lives in a chicken processing plant fire in Hamlet, N.C., in early September, and after a petition by the AFL-CIO to withdraw federal approval of the state plan.

Federal OSHA officials had exercised their right to claim concurrent jurisdiction over the plan Oct. 24. The AFL-CIO had urged such an interim action, pending completion of the review.

Martin and Scannell cited seven problem areas and said that cooperation between North Carolina and federal officials was the key to avoiding a federal takeover.

"All suggestions can be met," Martin said. "The (state labor) commissioner must meet them, and that will require cooperation. We cannot let the safety of working men and women of North Carolina be flawed."

"OSHA's action to protect and improve safety and health for North Carolina workers is long overdue, and confirms the findings of the AFL-CIO" in its petition, the federation said in a statement.

**OSHA reform campaign kits,** with materials bearing this new logo, are available from the Publications Materials Office, 815 16th St. N.W., Washington, D.C. 20006. Single copies are free and bulk orders will be charged at cost. The kits include a leaflet with a return postcard, a summary of the OSHA reform bill, strategies for enactment, OSHA facts and figures and construction safety.

"The failure of the state to maintain adequate numbers of qualified inspectors, to conduct targeted inspections in high-hazard workplaces and to respond to complaints from workers who have been discriminated against for raising job safety concerns are serious, long-term flaws in the plan that warrant its withdrawal," the AFL-CIO said.

The deficiencies of the North Carolina program cited by OSHA are:

**Standards** — North Carolina must keep up with the issuance of federal standards.

**Staffing** — The state must undertake action to hire, train and retain qualified safety and health inspectors, at least to the level funded by federal OSHA in the state's grant money.

**Reports and information** — The state must provide requested information and cooperate with monitors.

**Financial management** — Improvements must be made and better use made of federal funds.

**Program direction** — The state must resume a "reasonable level" of planned inspections.

**Violation classification** — The state must re-evaluate procedures to result in a higher percentage of serious violations.

**Discrimination** — The staff must resume responsibility for handling discrimination complaints.

Scannell said that, as of Sept. 30, North Carolina had 56 allocated slots for compliance officers, with 43 slots filled — but only 28 of those 43 were fully qualified inspectors. As of Dec. 17, the state had 85 slots allocated, with 59 on board — but still only 28 fully qualified people.

He explained that it takes approximately three years to become fully qualified, but told reporters the personnel in training could "answer phones, take complaints and (perform) other administrative functions."

Scannell was asked why OSHA had waited until after the tragedy to take actions against the North Carolina plan, when there was prior evidence of its faults.

He responded that "we're doing it now" and that it is "a different era today — state plans are being looked at with a different view."

Also, Scannell criticized North Carolina officials for letting $684,000 of matching funds lapse. He said those funds could not be matched by the state, and may be returned to OSHA — deobligated — and then reallocated to other states. The funds still may be returned to OSHA, Scannell added.

North Carolina is one of 23 states and territories with its own plan and thus responsibility for enforcing worker safety laws. The Department of Labor expects to issue a report by the end of January on its review of all of those plans.

OSHA, responding to an AFL-CIO request, has extended the period for comments on the North Carolina safety and health plan, to allow time for reaction to the agency's report. The new period will end approximately March 15, officials said.

Comments, in quadruplicate, may be sent to OSHA Docket Office, Docket No. T-24, U.S. Department of Labor, Room N-2626, 200 Constitution Ave. N.W., Washington, D.C. 20210.

Comments of up to 10 pages may be faxed to 202/523-5046, provided the original and three copies are sent to the docket office as well.

# High court lets stand drug-testing requirement

By James B. Parks

The U.S. Supreme Court let stand a decision that could be used to require drug testing for all persons who apply for a federal government job.

The court in 1989 upheld drug tests for railroad workers involved in accidents and for persons seeking law-enforcement jobs with the U.S. Customs Service. Subsequently the court has allowed random drug testing for airline workers, police officers, jail guards, members of the military, Justice Department employees with top security clearances and Transportation Department employees involved in public health and safety or national security.

But in Willner vs. Barr, a three-judge panel of the U.S. Court of Appeals for the District of Columbia Circuit ruled 2-1 that Carl Willner, who had accepted a job as a Justice Department antitrust lawyer, could be required to take a drug test, even though his job would not be linked to public health or safety.

The majority opinion cited Justice's need to maintain public confidence and the fact that several of the nation's top private-sector employers require drug tests.

Judge Karen Henderson, in her dissent, said the ruling, when "taken to its logical end...sanctions a blanket testing requirement for all federal job applicants. Simply applying for federal employment is too slim a reed to support mandatory drug testing."

In other business, the court heard oral arguments on whether Michigan can require the nation's biggest automakers to pay more than $25 million in retroactive benefits to disabled workers.

General Motors Corp. and Ford Motor Co. are challenging a 1987 state law repealing a measure that allowed businesses to reduce workers' compensation payments duplicated in other employer-paid benefits such as Social Security and disability insurance.

In General Motors vs. Romein, the companies argued that workers' compensation obligations are contractural and the state cannot interfere without violating the businesses' constitutional rights under the 14th Amendment and the contracts clause.

Theodore Sachs, the attorney for two persons whose benefits were withheld, argued that workers' compensation rules are determined by the state and by contract.

If the automakers' reasoning were followed, Sachs said, then every law affecting the workplace could be challenged.

The court also will decide whether the Occupational Safety and Health Act pre-empts state requirements for hazardous waste site workers. The case, Gade vs. National Solid Wastes Management Association, stems from two 1988 Illinois laws requiring crane and hoist operators at hazardous waste sites to have at least 40 hours of training and have at least 4,000 hours of operating experience.

The 7th Circuit Court of Appeals ruled the OSHA pre-empted the state laws, even though the laws protected the public and not just workers.

In other legal actions:

- The Supreme Court let stand a ruling that businesses accused of offering workers phony profit-sharing plans may be sued for securities fraud. Some 500 former employees of Lee Way Motor Freight Inc. in Oklahoma City, Okla., filed a $191 million lawsuit saying they were duped into taking a pay cut to join a sham stock-buying plan their employer offered.

Lee Way was sold in 1984 by Pepsico Inc. to Commercial Lovelace Motor Freight Inc. Commercial Lovelace told the workers the company would probably fold and they could lose their jobs if they refused to take a 17 percent pay cut in return for company stock. Less than a year later Commercial Lovelace declared bankruptcy and Pepsico reacquired Lee Way's former assets.

The suit claims the whole deal was a sham intended to cover up Pepisico's plans to liquidate Lee Way.

- The court also ruled in two cases dealing with the right to hold a job. In King vs. St. Vincent's Hospital, the justices unanimously ruled that military reservists are entitled to return to their former civilian jobs no matter how long their absence for military duty.

In Immigration and Naturalization Service vs. National Center for Immigrants' Rights, the court held that the government may prevent illegal immigrants facing deportation from working.

- Former air traffic controllers who were fired by President Reagan for walking out on strike in 1981 have filed a class action suite charging that the Federal Aviation Administration's indefinite rehiring ban is unconstitutional.

The suit, Dehainaut vs. Secretary of Transportation, claims the strikers were promised a chance at rehire after three years, but the ban was extended and made indefinite despite findings by the Congressional Research Service and the Office of Personnel Management that it must be terminated in three years.

# Sweeney: Bush panel report 'cynical hoax' on uninsured

Continued from Page 1

nation's health care bill skyrocketing ever higher," said Karen Ignagni, AFL-CIO director of employee benefits. "We need real leadership and action now."

Ignagni was one of four dissenters to the report by the Advisory Council on Social Security, headed by Bush political adviser Deborah L. Steelman. While the panel claimed to have a commitment to change by setting forth foundations for reform, it only suggested a series of experiments and demonstrations on the lack of access to health care.

"When the flood came, Noah did not build demonstration arks," said a minority report issued by Ignagni, Service Employees President John J. Sweeney, former Social Security Commissioner Robert M. Ball and former Labor Secretary John T. Dunlop.

"It seems ludicrous for the United States — still the wealthiest and arguably the most resourceful nation in the world — to take the position that further study is needed at a time when all other industrialized nations, with the exception of South Africa, have for many years provided universal health coverage programs," the minority report said.

The seriousness of the health care crisis was explored in a recent study by the Children's Defense Fund, which found that the proportion of children lacking employer-based health coverage had increased dramatically during the 1980s. The CDF predicted that the situation would only worsen without fundamental reforms.

"No parent in the wealthiest nation on Earth should have to wonder where the money to pay the doctor and dentist bills will come from or choose between immunizing the children or paying the rent on time," CDF President Marian Wright Edelman said.

The Interreligious Health Care Access Campaign, which has the endorsement of more than 50 religious leaders, also spoke out against the deterioration of the nation's health care system and said they would lobby Congress and educate their congregations on the need for change.

In spite of the increasing clamor for sweeping change, the Bush advisory panel's majority chose to emphasize interim measures such as school-based clinics and major medical insurance, the promotion of healthy lifestyles and a massive public education campaign seeking the prevention of disease, the development of research and medical practice guidelines and research to improve health outcomes.

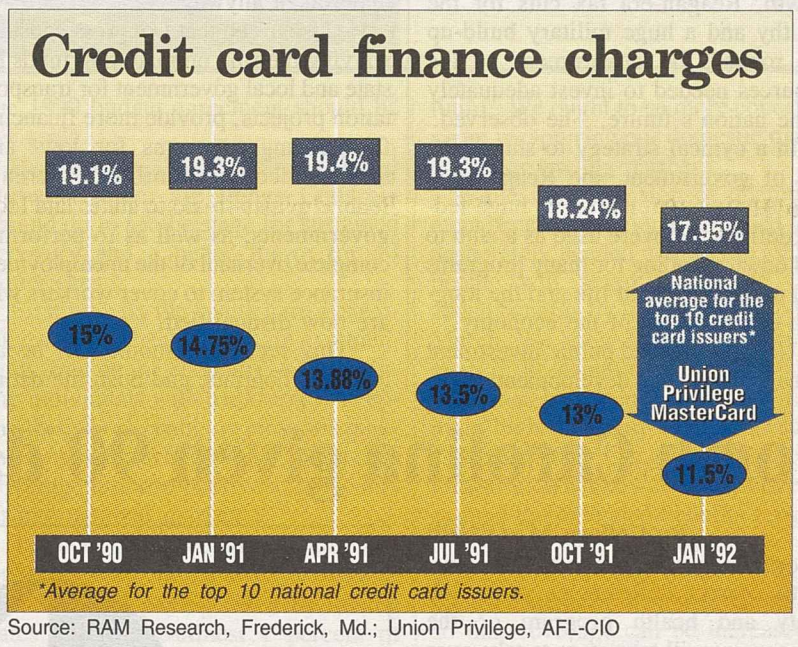
The majority report also called for nationwide testing of local and regional health care prototype reform plans, which could be "completed for a decision on nationwide reform to be made by the end of this century for implementation in the next."

Sweeney said he faulted the majority report of the commission on which he served "because it is a cynical hoax on the nearly 100 million Americans who have substandard health care protection," Sweeney said. "At a time when out-of-control medical costs are our No. 1 problem, the council refuses to call for a clampdown on insurers and providers, proposing instead that consumers solve the problem through preposterous notions like 'personal financial management.' "

"Talk of waiting until the 'end of the century' to take bold reform steps is national suicide," suggested the Dayton Hudson Corp. "The Advisory Council majority is ducking the issue that must be addressed — national reform now vs. years of wasted time, higher costs and more and more uninsured Americans."

Health care providers, as well as consumers, business and labor, were critical of the majority report.

"Tinkering around the edges will not solve the budget-busting costs experienced by individuals, businesses and state and local government," the American College of Physicians said.




Source: RAM Research, Frederick, Md.; Union Privilege, AFL-CIO

# *Union Privilege programs provide recession relief*

Union Privilege programs are giving union members an edge during the recession, parlaying falling interest rates into bargain deals.

Reflecting the lower interest rates, Union Privilege has dropped the rate on its "true credit" MasterCard to 11.5 percent, effective Jan. 15. Meanwhile, the new Union Privilege home mortgage program is being swamped with calls from unionists who want to take advantage of the buyers' market.

The credit card rate has dropped steadily since October 1990, when it stood at 15 percent. The card also features no annual fee.

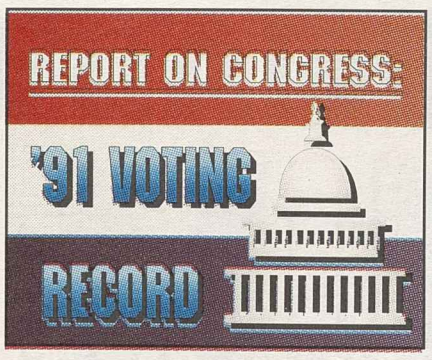
Telephone calls to the Union Privilege mortgage program, running at about 500 a day before December, accelerated dramatically with the falling interest rates.

"Some 20,000 people called the mortgage company during December," said Union Privilege President David Silberman, "and so far this year the calls are running at about 2,500 a day." About 75 percent of the calls are inquiries about refinancing, he said.

The sudden influx of calls also may be attributed to the fact that the program was introduced simultaneously to several of the largest affiliates, along with a number of others, resulting in widespread publicity, Silberman said.

Union members trying to reach mortgage counselors consequently may experience some delays, although U.S. Mortgage has taken several steps to alleviate the problem. The toll-free number for information is 1-800-848-6466. Counselors may be reached Monday through Friday from 8 a.m. to 7 p.m. Eastern time.

From May 1991 through the end of December, 2,164 mortgages valued at $172 million had been placed through the program.




*Labor's 1992 report card on Congress tabulates the votes on major issues of concern of the AFL-CIO in the second session of the 102nd Congress. In the tables on the pages that follow, Senate and House members have been rated R (right) and W (wrong) on the basis of positions they took on these issues:*

# House

**1. Davis-Bacon (Apprenticeships)** — The AFL-CIO urged House members to retain language in the FY 1991 Emergency Supplemental Appropriations bill (H.R. 1281) that would prevent the Department of Labor from funding new "helper" regulations, which would replace up to 40 percent of the Davis-Bacon work force with low-paid, unskilled "helpers" and undermine an efficient national and state apprenticeship program. An amendment offered by Rep. Charles Stenholm (D-Texas) to strip that language from the bill, adamantly opposed by the AFL-CIO, was defeated March 7 by a 173-244 vote.

**For — Wrong Against — Right**

**2. "Fast Track" to U.S.-Mexico Trade** — The AFL-CIO supported H.Res. 101, a resolution offered by Rep. Byron Dorgan (D-N.D.) that would have denied giving the Bush administration fast-track authority to negotiate either a U.S.-Mexico trade deal or the General Agreement on Trade and Tariffs (GATT). The resolution was defeated May 23 by a 192-231 margin.

**For — Right Against — Wrong**

**3. Cargo Preference** — The FY 1992-93 foreign aid authorization (H.R. 2508) contained requirements that recipients of U.S. aid be required to use U.S.-flag vessels to ship a portion of the goods they purchase with the aid received. Rep. Doug Bereuter (R-Neb.) offered an amendment opposed by the AFL-CIO that would strike the cargo preference language from the legislation. It was defeated June 12 by a 175-246 vote.

**For — Wrong Against — Right**

**4. MFN for China** — President Bush's call for unconditional most-favored-nation (MFN) trading status to China was opposed by the AFL-CIO because of that nation's brutal repression of its people. H.J. Res 263, which would deny the president's request to extend unconditional MFN to China, was approved in the House 223-204 on July 10.

**For — Right Against — Wrong**

**5. Workplace Fairness** — H.R. 5, the Workplace Fairness Bill, would ban the use of "permanent replacements" during a lawful economic strike. A massive grass-roots lobbying program was a key element in winning House passage for the bill July 17 when it won by a 247-182 tally.

**For — Right Against — Wrong**

**6. Flight Attendant Duty Time** — The AFL-CIO backed a bill that is expected to improve cabin safety by setting limits on the number of duty hours and requiring minimum rest periods for the nation's flight attendants. H.R. 14 passed by a 228-195 margin Aug. 1.

**For — Right Against— Wrong**

**7. Extended Unemployment Benefits** — The AFL-CIO backed H.R. 3040, which would have granted up to 20 additional weeks of benefits to workers who had exhausted their 26 weeks. It was the second attempt by Congress to extend benefits in the face of a recalcitrant Bush administration. The House approved the bill Sept. 17 by a near veto-proof margin (283-125), then later approved a Senate version of the bill that was vetoed and the veto sustained.

**For — Right Against—Wrong**

**8. Highways and Mass Transit** — The AFL-CIO worked closely with House members on the reauthorization of the Surface Transportation Act, seeking to ensure both reasonable funding levels for highways and transit funding and to maintain longstanding labor protections. The Public Works and Transportation Committee developed H.R. 2950, a $151 billion, six-year reauthorization that is expected to provide some 2 million jobs while maintaining the labor protection provisions sought by the AFL-CIO. It passed the House Oct. 23 by a 343-83 vote.

**For — Right Against — Wrong**

**9. Civil Rights** — The first bill introduced in the 102nd Congress, H.R. 1, the Civil Rights Act of 1991, was designed to repair the most serious damage done by several 1989 Supreme Court decisions that restricted the remedies available for sexual, racial and religious discrimination. Although the Bush administration sought to label the legislation as a "quota bill," the AFL-CIO-backed measure passed the House June 5 by a 273-158 vote.

**For — Right Against — Wrong**

**10. Family and Medical Leave** — H.R. 2 would grant up to 12 weeks of unpaid leave to workers for the birth or adoption of a child or for the care of a seriously ill child, spouse or elderly parent, or for the worker's own illness. The bill, supported by the AFL-CIO, would guarantee a worker's job or equivalent upon return, and continues health benefits during the leave. It passed the House Nov. 13 by a 253-177 vote.

**For — Right Against — Wrong**

**11. Gag Rule** — The FY 1992 Labor, Health and Human Services appropriations bill (H.R. 2707) contained language that blocked the implementation of a "gag rule" that restricted medical counseling for women at federally funded clinics. President Bush, who developed the "gag rule" that later was affirmed by the U.S. Supreme Court in Rust vs. Sullivan, vetoed the $205 billion legislation over the "gag rule" language. An override of the veto failed to gain a two-thirds majority Nov. 19 by a 276-156 vote. The AFL-CIO supported the override.

**For — Right Against — Wrong**

**12. Campaign Finance Reform** — H.R. 3750, backed by the AFL-CIO, included a voluntary system of candidate expenditure limits and personal contribution limits linked to partial public financing. It also maintained political action committees (PACs). During debate on the bill, a Republican substitute that would have drastically slashed labor unions' abilities to contribute to candidates was defeated 165-265 on Nov. 25.

**For — Wrong Against — Right**

# Senate

**1. Davis-Bacon (Apprenticeships)** — Language in the fiscal year 1991 Emergency Supplemental Appropriations bill (H.R. 1281) prevented the Department of Labor from spending funds to implement new "helper" regulations that would have replaced up to 40 percent of the Davis-Bacon work force with low-paid, unskilled "helpers," effectively undermining Davis-Bacon and apprenticeship programs. An amendment offered by Sen. Don Nickles (R-Okla.) would have stripped that language from the bill. Strongly opposed by the AFL-CIO, the amendment was defeated March 20 by a 37-63 vote.

**For — Wrong Against — Right**

**2. "Fast Track" to U.S.-Mexico Trade** — The AFL-CIO opposed giving the Bush administration fast-track authority to negotiate a "free trade" pact with Mexico. Sen. Fritz Hollings (D-S.C.) offered a labor-backed resolution (S. Res. 78) that would have denied fast-track authority for both a U.S.-Mexico deal and for the General Agreement on Trade and Tariffs (GATT). That resolution was defeated May 24 by a 36-59 margin.

**For — Right Against — Wrong**

**3. MFN for China** — President Bush's call for unconditional most-favored-nation (MFN) trading status to China was adamantly opposed by the AFL-CIO. The federation supported a Senate bill (S. 1367) that set stringent worker and human rights conditions China must meet to continue its MFN status beyond 1992. The bill passed the Senate July 23 by a 55-44 vote.

**For — Right Against — Wrong**

**4. Cargo Preference** — The fiscal year 1992-93 foreign aid authorization (H.R. 2508) contained requirements that recipients of U.S. aid use U.S.-flag vessels to ship a portion of the goods they purchase with the aid received. Sen. Alan Dixon (D-Ill.) offered an amendment opposed by the AFL-CIO that would strike the cargo preference language from the legislation. The Senate voted 55-42 on July 24 to table the Dixon amendment.

**For — Right Against — Wrong**

**5. Extended Unemployment Benefits** — It took three tries by Congress before President Bush finally signed legislation to extend unemployment benefits for the long-term unemployed. The second bill, the AFL-CIO backed S. 1722, would have granted up to 20 additional weeks of benefits to workers who had exhausted their 26 weeks. It won overwhelming margins in both houses but Bush still vetoed the legislation and, on Oct. 16, the Senate fell two votes short of the 67 needed for an override, sustaining the veto, 65-35.

**For — Right Against — Wrong**

**6. Pension Protection** — Passage of the Employment Retirement Income Security Act (ERISA) and the creation of the Pension Benefit Guarantee Corp. brought protection for millions of retirees. But those who retired before that were left out. They and their survivors would have been granted partial pensions under S. 351, a rider to the Older Americans Act (S. 243). But on Nov. 12, coverage for the "pension losers" was removed when the Senate failed in a 46-51 vote to table the motion to delete coverage for them from the bill. The AFL-CIO backed the motion to table.

**For — Right Against — Wrong**

**7. Social Security Tax Cut** — During consideration of the fiscal year 1992 budget resolution, Sen. Daniel Patrick Moynihan (D-N.Y.) offered a procedural amendment that would have cleared the way for a vote later in the year on his legislation to reduce the Social Security payroll tax and return the system to a "pay-as-you-go" basis, which the AFL-CIO supports. However, by a 60-38 vote on April 24, the Senate approved a motion to table Moynihan's amendment, in effect killing it.

**For — Wrong Against — Right**

**8. Campaign Finance Reform** — The Senate's version of campaign finance reform (S. 3) was opposed by the AFL-CIO because of its provision to ban political action committees (PACs) and thereby remove a countervailing force to the power of wealthy individuals. Even though such a ban would tip the scales of political influence toward the wealthy, the bill won Senate approval 56-42 on May 23.

**For — Wrong Against — Right**

**9. Motor Voter** — The AFL-CIO has long supported improvements in the federal election laws that would increase citizen participation in the electoral process. S. 250 would allow for "motor voter" registration, or automatic registration with the application for a driver's license. The bill also would establish a mail-in registration process, make registration possible at many state and local agencies and provide safeguards against voter fraud. In an effort to get the bill to the floor, a motion to invoke cloture (limit debate) was offered July 17. The motion, backed by the AFL-CIO, failed by one vote, 59-40, to gain the three-fifths majority needed for cloture.

**For — Right Against — Wrong**

**10. Family and Medical Leave** — The AFL-CIO supported S. 5, which grants up to 12 weeks of unpaid leave to workers for the birth or adoption of a child, to care for a seriously ill child, spouse or elderly parent, or for the worker's own illness. It guarantees a worker's job, or equivalent upon return, and continues health benefits during the leave. The Senate Oct. 2 approved an AFL-CIO-supported substitute for the bill by a 65-32 margin.

**For — Right Against — Wrong**

**11. Thomas Nomination** — The AFL-CIO and major civil rights organizations joined together to oppose the nomination of Clarence Thomas to the U.S. Supreme Court because of his record at the Equal Employment Opportunity Commission. The Thomas nomination was approved by the Senate Oct. 15 by a 52-48 vote.

**For — Wrong Against — Right**

**12. Civil Rights** — S. 1745, the Civil Rights Act of 1991, would repair the most serious damage done by several 1989 Supreme Court decisions that limited the remedies for sexual, racial and religious discrimination. The Bush administration mounted an earlier all-out attack against the House version of the bill and initially threatened to veto S. 1745, which was a compromise which gained the backing of moderate Republicans. The Senate approved the bill Oct. 30 by a 93-5 vote.

**For — Right Against — Wrong**

# HOW YOUR REPRESENTATIVES

| | Davis-Bacon | "Fast Track" | Cargo Preference | China MFN | Workplace Fairness | Flight Attendant Duty Time | Extended Unemployment Benefits | Surface Transportation | Labor Votes | | Civil Rights | Family and Medical Leave | "Gag Rule" | Campaign Finance Reform | Total All Votes 1991 | | 1991 Percentage | Lifetime Voting Record | | Lifetime Right Percentage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Alabama** | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | R | W | 9 | 10 | 11 | 12 | R | W | % | R | W | % |
| 1 Callahan S (R) | W | W | R | W | W | W | W | R | 2 | 6 | W | W | W | W | 2 | 10 | 17 | 18 | 78 | 19 |
| 2 Dickinson B (R) | W | W | W | R | W | W | W | A | 1 | 6 | W | W | W | W | 1 | 10 | 9 | 49 | 310 | 14 |
| 3 Browder G (D) | R | A | R | R | R | W | R | R | 6 | 1 | R | W | R | R | 9 | 2 | 82 | 20 | 11 | 65 |
| 4 Bevill T (D) | R | R | R | R | R | W | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 209 | 134 | 61 |
| 5 Cramer B (D) | R | R | R | R | R | W | R | R | 7 | 1 | R | W | R | R | 10 | 2 | 83 | 10 | 2 | 83 |
| 6 Erdreich B (D) | R | R | R | R | R | W | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 93 | 33 | 74 |
| 7 Harris C (D) | R | R | R | R | R | W | R | R | 7 | 1 | R | W | R | R | 10 | 2 | 83 | 47 | 19 | 71 |
| **Alaska** | | | | | | | | | | | | | | | | | | | | |
| AL Young D (R) | R | W | R | W | R | R | R | R | 6 | 2 | W | A | W | W | 6 | 5 | 55 | 124 | 158 | 44 |
| **Arizona** | | | | | | | | | | | | | | | | | | | | |
| 1 Rhodes J (R) | W | W | W | W | W | W | W | W | 0 | 8 | W | W | W | W | 0 | 12 | 0 | 5 | 61 | 8 |
| 2 Pastor (D) | I | I | I | I | I | I | I | R | 1 | 0 | I | R | R | R | 4 | 0 | 100 | 4 | 0 | 100 |
| 3 Stump B (R) | W | W | W | W | W | W | W | W | 0 | 8 | W | W | W | W | 0 | 12 | 0 | 16 | 220 | 7 |
| 4 Kyl J (R) | W | W | W | R | W | W | W | W | 1 | 7 | W | W | W | W | 1 | 11 | 8 | 3 | 62 | 5 |
| 5 Kolbe J (R) | W | W | W | W | W | W | W | R | 1 | 7 | W | W | R | W | 2 | 10 | 17 | 8 | 89 | 8 |
| **Arkansas** | | | | | | | | | | | | | | | | | | | | |
| 1 Alexander B (D) | R | R | W | W | R | R | A | R | 5 | 2 | R | R | R | R | 9 | 2 | 82 | 228 | 91 | 71 |
| 2 Thornton (D) | R | W | R | R | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 11 | 1 | 92 |
| 3 Hammerschmidt J (R) | W | W | W | W | W | R | W | R | 2 | 6 | W | W | W | W | 2 | 10 | 17 | 54 | 297 | 15 |
| 4 Anthony B (D) | W | W | W | R | W | W | R | R | 3 | 5 | R | R | R | R | 7 | 5 | 58 | 114 | 78 | 59 |
| **California** | | | | | | | | | | | | | | | | | | | | |
| 1 Riggs F (R) | W | W | W | R | W | W | W | R | 2 | 6 | W | W | R | W | 3 | 9 | 25 | 3 | 9 | 25 |
| 2 Herger W (R) | W | W | R | R | W | W | A | W | 2 | 5 | W | W | W | W | 2 | 9 | 18 | 12 | 53 | 18 |
| 3 Matsui R (D) | R | W | R | W | A | A | R | R | 4 | 2 | R | R | R | R | 8 | 2 | 80 | 175 | 23 | 88 |
| 4 Fazio V (D) | R | W | R | W | R | R | R | R | 6 | 2 | R | R | R | R | 10 | 2 | 83 | 178 | 21 | 89 |
| 5 Pelosi N (D) | R | W | R | R | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 59 | 3 | 95 |
| 6 Boxer B (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 116 | 6 | 95 |
| 7 Miller G (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 246 | 28 | 90 |
| 8 Dellums R (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 308 | 23 | 93 |
| 9 Stark P (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 265 | 29 | 90 |
| 10 Edwards D (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 355 | 21 | 94 |
| 11 Lantos T (D) | R | R | R | R | R | A | R | R | 7 | 0 | R | R | R | R | 11 | 0 | 100 | 150 | 8 | 95 |
| 12 Campbell T (R) | W | W | W | W | W | W | W | W | 0 | 8 | R | R | R | W | 3 | 9 | 25 | 8 | 27 | 23 |
| 13 Mineta N (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 254 | 29 | 90 |
| 14 Doolittle J (R) | W | W | W | R | W | W | A | W | 1 | 6 | W | W | W | W | 1 | 10 | 9 | 1 | 10 | 9 |
| 15 Condit G (D) | R | R | R | R | R | R | R | W | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 24 | 5 | 83 |
| 16 Panetta L (D) | R | W | W | R | R | R | R | R | 6 | 2 | R | R | R | R | 10 | 2 | 83 | 182 | 57 | 76 |
| 17 Dooley C (D) | R | W | W | W | R | R | R | R | 5 | 3 | R | R | R | R | 9 | 3 | 75 | 9 | 3 | 75 |
| 18 Lehman R (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 115 | 8 | 93 |
| 19 Lagomarsino R (R) | W | W | W | W | W | W | W | R | 1 | 7 | W | W | W | W | 1 | 11 | 8 | 35 | 265 | 12 |
| 20 Thomas W (R) | W | W | W | W | W | W | A | R | 1 | 6 | W | W | R | W | 2 | 9 | 18 | 25 | 167 | 13 |
| 21 Gallegly E (R) | W | W | W | W | W | W | W | R | 1 | 7 | W | W | W | W | 1 | 11 | 8 | 7 | 58 | 11 |
| 22 Moorhead C (R) | W | W | W | R | W | W | W | W | 1 | 7 | W | W | W | W | 1 | 11 | 8 | 22 | 282 | 7 |
| 23 Beilenson A (D) | W | W | W | W | R | R | R | R | 4 | 4 | R | R | R | R | 8 | 4 | 67 | 177 | 62 | 74 |
| 24 Waxman H (D) | R | R | W | R | R | R | R | W | 6 | 2 | R | R | R | R | 10 | 2 | 83 | 246 | 32 | 88 |
| 25 Roybal E (D) | A | W | R | R | R | R | R | R | 6 | 1 | R | R | R | R | 10 | 1 | 91 | 348 | 24 | 94 |
| 26 Berman H (D) | R | W | W | R | R | R | A | R | 5 | 2 | R | R | R | R | 9 | 2 | 82 | 108 | 14 | 89 |
| 27 Levine M (D) | A | A | R | R | R | R | A | R | 5 | 0 | R | R | A | R | 8 | 0 | 100 | 109 | 11 | 91 |
| 28 Dixon J (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 188 | 5 | 97 |
| 29 Waters M (D) | R | R | R | R | R | R | R | A | 7 | 0 | R | R | R | R | 11 | 0 | 100 | 11 | 0 | 100 |
| 30 Martinez M (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 129 | 3 | 98 |
| 31 Dymally M (D) | R | R | R | W | R | R | A | R | 6 | 1 | R | R | R | R | 10 | 1 | 91 | 138 | 9 | 94 |
| 32 Anderson G (D) | R | W | R | W | R | R | R | R | 6 | 2 | R | R | R | R | 10 | 2 | 83 | 282 | 56 | 83 |
| 33 Dreier D (R) | W | W | W | W | W | W | W | W | 0 | 8 | W | W | W | W | 0 | 12 | 0 | 2 | 157 | 1 |
| 34 Torres E (D) | R | R | R | W | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 122 | 3 | 98 |
| 35 Lewis J (R) | W | W | R | W | W | W | A | R | 2 | 5 | W | W | W | W | 2 | 9 | 18 | 27 | 158 | 15 |
| 36 Brown G (D) | R | R | R | W | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 296 | 31 | 91 |
| 37 McCandless A (R) | W | W | W | R | W | W | W | W | 1 | 7 | W | W | W | W | 1 | 11 | 8 | 4 | 118 | 3 |
| 38 Dornan R (R) | W | A | W | R | W | W | W | R | 2 | 5 | W | W | W | W | 2 | 9 | 18 | 18 | 181 | 9 |
| 39 Dannemeyer W (R) | W | W | W | R | W | W | W | W | 1 | 7 | W | W | W | W | 1 | 11 | 8 | 10 | 186 | 5 |
| 40 Cox C (R) | W | W | W | R | W | W | W | W | 1 | 7 | W | W | W | W | 1 | 11 | 8 | 2 | 33 | 6 |
| 41 Lowery B (R) | W | W | R | W | W | W | W | R | 2 | 6 | W | W | W | W | 2 | 10 | 17 | 16 | 144 | 10 |
| 42 Rohrabacher D (R) | W | W | W | R | W | W | W | R | 2 | 6 | W | W | W | W | 2 | 10 | 17 | 4 | 31 | 11 |
| 43 Packard R (R) | W | W | W | W | W | W | W | R | 1 | 7 | W | W | W | W | 1 | 11 | 8 | 9 | 115 | 7 |
| 44 Cunningham (R) | W | W | R | W | W | W | W | R | 2 | 6 | W | W | W | W | 2 | 10 | 17 | 2 | 10 | 17 |
| 45 Hunter D (R) | W | R | R | R | W | W | A | W | 3 | 4 | W | W | W | W | 3 | 8 | 27 | 33 | 123 | 21 |
| **Colorado** | | | | | | | | | | | | | | | | | | | | |
| 1 Schroeder P (D) | R | W | R | R | R | R | R | W | 6 | 2 | R | R | R | R | 10 | 2 | 83 | 233 | 70 | 77 |
| 2 Skaggs D (D) | R | W | R | W | R | R | R | W | 5 | 3 | R | R | R | R | 9 | 3 | 75 | 54 | 12 | 82 |
| 3 Campbell B (D) | R | R | R | R | R | R | R | W | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 52 | 12 | 81 |
| 4 Allard (R) | W | W | W | W | W | W | W | W | 0 | 8 | W | W | W | W | 0 | 12 | 0 | 0 | 12 | 0 |
| 5 Hefley J (R) | W | W | R | W | W | W | W | W | 2 | 6 | W | W | W | R | 3 | 9 | 25 | 7 | 59 | 11 |
| 6 Schaefer D (R) | W | W | R | W | W | R | W | W | 2 | 6 | W | W | W | W | 2 | 10 | 17 | 24 | 98 | 20 |
| **Connecticut** | | | | | | | | | | | | | | | | | | | | |
| 1 Kennelly B (D) | R | W | R | W | R | R | R | R | 6 | 2 | R | R | R | R | 10 | 2 | 83 | 132 | 15 | 90 |
| 2 Gejdenson S (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 155 | 6 | 96 |
| 3 Delauro R (D) | R | R | R | W | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 11 | 1 | 92 |
| 4 Shays C (R) | R | W | R | W | W | W | W | W | 2 | 6 | R | R | R | W | 5 | 7 | 42 | 35 | 24 | 59 |
| 5 Franks G (R) | W | W | R | W | W | W | R | W | 2 | 6 | W | W | R | W | 3 | 9 | 25 | 3 | 9 | 25 |
| 6 Johnson N (R) | W | W | W | W | W | R | R | R | 3 | 5 | W | R | R | W | 5 | 7 | 42 | 62 | 64 | 49 |
| **Delaware** | | | | | | | | | | | | | | | | | | | | |
| AL Carper T (D) | R | W | R | R | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 96 | 30 | 76 |
| **Florida** | | | | | | | | | | | | | | | | | | | | |
| 1 Hutto E (D) | W | W | R | R | W | W | W | R | 3 | 5 | W | W | W | R | 4 | 8 | 33 | 73 | 123 | 37 |
| 2 Peterson P (D) | R | R | W | W | R | W | R | R | 5 | 3 | R | R | R | R | 9 | 3 | 75 | 9 | 3 | 75 |
| 3 Bennett C (D) | R | W | R | R | R | R | R | R | 7 | 1 | R | R | W | R | 10 | 2 | 83 | 220 | 216 | 50 |
| 4 James C (R) | W | W | R | R | W | W | W | W | 2 | 6 | W | R | W | W | 3 | 9 | 25 | 5 | 31 | 14 |
| 5 McCollum B (R) | W | A | R | W | W | W | R | R | 2 | 5 | W | W | W | W | 2 | 9 | 18 | 13 | 144 | 8 |
| 6 Stearns C (R) | W | R | R | R | W | W | R | W | 4 | 4 | W | W | W | W | 4 | 8 | 33 | 5 | 31 | 14 |
| 7 Gibbons S (D) | R | W | W | W | W | W | R | R | 3 | 5 | R | R | R | R | 7 | 5 | 58 | 203 | 162 | 56 |
| 8 Young W (R) | W | W | W | W | W | W | R | W | 1 | 7 | W | W | W | W | 1 | 11 | 8 | 49 | 283 | 15 |
| 9 Bilirakis M (R) | W | W | R | W | W | W | W | W | 1 | 7 | W | W | W | W | 1 | 11 | 8 | 25 | 100 | 20 |
| 10 Ireland A (R) | A | W | W | W | W | W | W | W | 0 | 7 | W | W | W | W | 0 | 11 | 0 | 29 | 201 | 13 |
| 11 Bacchus (D) | R | W | R | W | R | R | R | R | 6 | 2 | R | R | R | R | 10 | 2 | 83 | 10 | 2 | 83 |
| 12 Lewis T (R) | W | W | W | R | W | W | R | W | 2 | 6 | W | W | W | W | 2 | 10 | 17 | 17 | 110 | 13 |
| 13 Goss P (R) | W | W | R | W | W | W | W | W | 1 | 7 | W | W | W | W | 1 | 11 | 8 | 5 | 31 | 14 |
| 14 Johnston H (D) | R | R | R | W | R | R | A | R | 6 | 1 | R | R | R | R | 10 | 1 | 91 | 30 | 5 | 86 |
| 15 Shaw E (R) | W | W | R | W | W | W | W | R | 2 | 6 | W | W | W | W | 2 | 10 | 17 | 18 | 143 | 11 |
| 16 Smith L (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 120 | 4 | 97 |
| 17 Lehman W (D) | R | A | W | W | R | R | A | R | 4 | 2 | R | R | R | R | 8 | 2 | 80 | 259 | 35 | 88 |
| 18 Ros-Lehtinen I (R) | W | W | R | R | W | W | R | W | 3 | 5 | R | R | W | W | 5 | 7 | 42 | 8 | 21 | 28 |
| 19 Fascell D (D) | R | W | R | W | R | R | R | R | 6 | 2 | R | R | R | R | 10 | 2 | 83 | 351 | 65 | 84 |
| **Georgia** | | | | | | | | | | | | | | | | | | | | |
| 1 Thomas L (D) | W | R | W | R | W | W | R | R | 4 | 4 | R | W | R | R | 7 | 5 | 58 | 60 | 67 | 47 |
| 2 Hatcher C (D) | W | R | W | R | W | W | R | R | 4 | 4 | R | A | A | R | 6 | 4 | 60 | 81 | 66 | 55 |
| 3 Ray R (D) | W | R | W | R | W | W | W | R | 3 | 5 | R | W | W | A | 4 | 7 | 36 | 31 | 85 | 27 |
| 4 Jones B (D) | R | R | R | R | W | W | R | R | 7 | 1 | R | W | R | R | 10 | 2 | 83 | 26 | 10 | 72 |
| 5 Lewis J (D) | R | R | R | R | W | W | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 65 | 1 | 98 |
| 6 Gingrich N (R) | W | W | R | W | W | W | W | R | 2 | 6 | W | W | W | W | 2 | 10 | 17 | 20 | 177 | 10 |
| 7 Darden G (D) | W | R | R | W | R | W | R | R | 5 | 3 | W | W | R | R | 7 | 5 | 58 | 55 | 57 | 49 |
| 8 Rowland J (D) | W | R | W | W | W | W | A | R | 2 | 5 | R | W | R | R | 5 | 6 | 45 | 57 | 68 | 46 |
| 9 Jenkins E (D) | W | R | R | R | W | W | R | R | 5 | 3 | W | R | R | R | 8 | 4 | 67 | 99 | 133 | 43 |
| 10 Barnard D (D) | W | R | W | R | W | W | W | R | 3 | 5 | W | W | W | R | 4 | 8 | 33 | 62 | 169 | 27 |
| **Hawaii** | | | | | | | | | | | | | | | | | | | | |
| 1 Abercrombie (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 12 | 0 | 100 |
| 2 Mink (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 16 | 0 | 100 |
| **Idaho** | | | | | | | | | | | | | | | | | | | | |
| 1 LaRocco L (D) | R | W | W | W | R | R | R | R | 5 | 3 | R | W | A | R | 7 | 4 | 64 | 7 | 4 | 64 |
| 2 Stallings R (D) | R | R | W | W | R | R | R | R | 6 | 2 | R | W | W | R | 8 | 4 | 67 | 50 | 44 | 53 |
| **Illinois** | | | | | | | | | | | | | | | | | | | | |
| 1 Hayes C (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 117 | 0 | 100 |
| 2 Savage G (D) | R | R | R | W | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 147 | 5 | 97 |
| 3 Russo M (D) | R | R | R | R | R | R | R | R | 8 | 0 | W | R | R | R | 11 | 1 | 92 | 230 | 56 | 80 |
| 4 Sangmeister G (D) | A | R | W | W | R | R | R | R | 5 | 2 | R | R | R | R | 9 | 2 | 82 | 29 | 6 | 83 |
| 5 Lipinski W (D) | R | R | W | R | R | R | R | R | 7 | 1 | W | R | W | R | 9 | 3 | 75 | 109 | 14 | 89 |
| 6 Hyde H (R) | W | W | W | W | W | W | W | R | 1 | 7 | W | R | W | W | 2 | 10 | 17 | 44 | 243 | 15 |
| 7 Collins C (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 275 | 12 | 96 |
| 8 Rostenkowski D (D) | R | W | A | W | R | W | R | R | 4 | 3 | R | R | R | R | 8 | 3 | 73 | 334 | 52 | 87 |
| 9 Yates S (D) | R | R | A | R | R | R | R | R | 7 | 0 | R | R | R | R | 11 | 0 | 100 | 378 | 34 | 92 |
| 10 Porter J (R) | W | W | W | R | W | W | W | W | 1 | 7 | W | W | R | W | 2 | 10 | 17 | 23 | 147 | 14 |
| 11 Annunzio F (D) | R | R | W | R | R | R | R | R | 7 | 1 | W | R | W | R | 9 | 3 | 75 | 335 | 32 | 91 |
| 12 Crane P (R) | A | W | W | W | W | W | W | W | 0 | 7 | W | W | W | W | 0 | 11 | 0 | 17 | 299 | 5 |
| 13 Fawell H (R) | W | W | W | W | W | W | W | W | 0 | 8 | W | W | R | W | 1 | 11 | 8 | 7 | 90 | 7 |
| 14 Hastert D (R) | W | W | W | W | W | W | W | R | 1 | 7 | W | W | W | W | 1 | 11 | 8 | 8 | 58 | 12 |
| 15 Ewing (R) | I | I | I | W | W | W | W | R | 1 | 4 | I | W | W | W | 1 | 7 | 13 | 1 | 7 | 13 |
| 16 Cox J (D) | R | W | W | W | R | R | R | R | 5 | 3 | R | R | R | R | 9 | 3 | 75 | 9 | 3 | 75 |
| 17 Evans L (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 121 | 6 | 95 |
| 18 Michel R (R) | A | W | W | W | A | W | W | R | 1 | 5 | W | W | W | W | 1 | 9 | 10 | 47 | 356 | 12 |
| 19 Bruce T (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 90 | 7 | 93 |
| 20 Durbin R (D) | R | R | W | R | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 112 | 15 | 88 |
| 21 Costello J (D) | R | R | W | R | R | R | R | R | 7 | 1 | R | R | W | R | 10 | 2 | 83 | 36 | 4 | 90 |
| 22 Poshard G (D) | R | R | W | R | R | R | R | R | 7 | 1 | R | R | W | W | 9 | 3 | 75 | 31 | 5 | 86 |
| **Indiana** | | | | | | | | | | | | | | | | | | | | |
| 1 Visclosky P (D) | R | R | W | R | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 86 | 11 | 89 |
| 2 Sharp P (D) | R | W | W | W | R | R | R | R | 5 | 3 | R | R | R | R | 9 | 3 | 75 | 217 | 70 | 76 |
| 3 Roemer T (D) | R | R | W | W | R | W | R | W | 4 | 4 | R | R | R | R | 8 | 4 | 67 | 8 | 4 | 67 |
| 4 Long J (D) | R | R | W | W | R | R | R | W | 5 | 3 | R | R | R | R | 9 | 3 | 75 | 25 | 9 | 74 |
| 5 Jontz J (D) | R | R | W | W | R | R | R | R | 6 | 2 | R | R | R | R | 10 | 2 | 83 | 59 | 7 | 89 |
| 6 Burton D (R) | R | W | W | R | W | W | W | W | 2 | 6 | W | W | W | W | 2 | 10 | 17 | 14 | 110 | 11 |
| 7 Myers J (R) | W | W | W | W | W | W | W | R | 1 | 7 | W | W | R | W | 2 | 10 | 17 | 56 | 295 | 16 |
| 8 McCloskey F (D) | R | R | W | W | R | R | R | R | 6 | 2 | R | R | R | R | 10 | 2 | 83 | 113 | 14 | 89 |
| 9 Hamilton L (D) | R | W | W | W | R | W | R | R | 4 | 4 | R | W | R | R | 7 | 5 | 58 | 249 | 120 | 67 |
| 10 Jacobs A (D) | R | R | W | A | R | R | R | R | 6 | 1 | R | R | R | R | 10 | 1 | 91 | 259 | 87 | 75 |
| **Iowa** | | | | | | | | | | | | | | | | | | | | |
| 1 Leach J (R) | W | W | W | W | W | W | R | R | 2 | 6 | R | R | R | W | 5 | 7 | 42 | 84 | 158 | 35 |
| 2 Nussle (R) | W | W | W | W | W | W | W | R | 1 | 7 | W | W | W | W | 1 | 11 | 8 | 1 | 11 | 8 |
| 3 Nagle D (D) | R | R | R | W | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 59 | 6 | 91 |
| 4 Smith N (D) | R | W | A | W | R | R | R | R | 5 | 2 | R | R | R | R | 9 | 2 | 82 | 306 | 80 | 79 |
| 5 Lightfoot J (R) | W | W | W | W | W | W | W | R | 1 | 7 | W | W | W | W | 1 | 11 | 8 | 10 | 86 | 10 |
| 6 Grandy F (R) | W | W | W | W | W | W | W | R | 1 | 7 | W | W | R | W | 2 | 10 | 17 | 14 | 52 | 21 |
| **Kansas** | | | | | | | | | | | | | | | | | | | | |
| 1 Roberts P (R) | W | W | W | W | W | W | W | W | 0 | 8 | W | W | W | W | 0 | 12 | 0 | 8 | 151 | 5 |
| 2 Slattery J (D) | R | W | W | W | R | R | R | R | 5 | 3 | R | W | R | R | 8 | 4 | 67 | 81 | 45 | 64 |
| 3 Meyers J (R) | W | R | W | W | W | R | W | R | 3 | 5 | W | W | R | W | 4 | 8 | 33 | 15 | 80 | 16 |
| 4 Glickman D (D) | R | R | W | W | R | W | R | R | 5 | 3 | R | W | R | R | 8 | 4 | 67 | 156 | 87 | 64 |
| 5 Nichols D (R) | W | W | W | W | W | W | W | R | 1 | 7 | W | W | W | W | 1 | 11 | 8 | 1 | 11 | 8 |
| **Kentucky** | | | | | | | | | | | | | | | | | | | | |
| 1 Hubbard C (D) | R | W | R | R | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 183 | 98 | 68 |
| 2 Natcher W (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 319 | 107 | 75 |
| 3 Mazzoli R (D) | R | W | W | R | R | R | R | R | 5 | 3 | R | R | W | R | 8 | 4 | 67 | 211 | 114 | 65 |
| 4 Bunning J (R) | W | W | W | R | W | W | W | W | 1 | 7 | W | W | W | W | 1 | 11 | 8 | 6 | 59 | 9 |
| 5 Rogers H (R) | W | W | W | R | W | W | R | R | 3 | 5 | W | W | W | W | 3 | 9 | 25 | 41 | 121 | 25 |
| 6 Hopkins L (R) | W | A | A | A | W | A | A | A | 0 | 2 | W | W | W | W | 0 | 6 | 0 | 46 | 146 | 24 |
| 7 Perkins C (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 92 | 5 | 95 |
| **Louisiana** | | | | | | | | | | | | | | | | | | | | |
| 1 Livingston B (R) | W | W | R | W | W | W | W | W | 1 | 7 | W | W | W | W | 1 | 11 | 8 | 27 | 226 | 11 |
| 2 Jefferson (D) | R | W | R | R | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 11 | 1 | 92 |
| 3 Tauzin W (D) | W | W | R | R | W | W | R | R | 4 | 4 | R | W | W | R | 6 | 6 | 50 | 67 | 91 | 42 |
| 4 McCrery J (R) | W | W | W | W | W | W | W | R | 1 | 7 | W | W | W | W | 1 | 11 | 8 | 5 | 41 | 11 |
| 5 Huckaby J (D) | W | W | W | W | W | W | R | W | 1 | 7 | W | W | W | R | 2 | 10 | 17 | 73 | 166 | 31 |
| 6 Baker R (R) | W | W | R | W | W | W | W | W | 1 | 7 | W | W | W | W | 1 | 11 | 8 | 8 | 56 | 13 |
| 7 Hayes J (D) | W | R | R | R | R | W | W | R | 5 | 3 | W | W | W | R | 6 | 6 | 50 | 42 | 22 | 66 |
| 8 Holloway C (R) | W | R | R | W | W | A | A | W | 2 | 4 | W | W | W | W | 2 | 8 | 20 | 16 | 46 | 26 |
| **Maine** | | | | | | | | | | | | | | | | | | | | |
| 1 Andrews T (D) | R | R | R | R | R | R | R | W | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 11 | 1 | 92 |
| 2 Snowe O (R) | W | R | R | R | W | R | R | W | 5 | 3 | R | R | R | W | 8 | 4 | 67 | 93 | 107 | 47 |
| **Maryland** | | | | | | | | | | | | | | | | | | | | |
| 1 Gilchrest (R) | W | W | W | W | W | W | R | W | 1 | 7 | W | W | R | W | 2 | 10 | 17 | 2 | 10 | 17 |
| 2 Bentley H (R) | W | R | R | W | R | W | R | R | 5 | 3 | W | W | R | W | 6 | 6 | 50 | 46 | 48 | 49 |
| 3 Cardin B (D) | R | W | R | R | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 62 | 4 | 94 |
| 4 McMillen T (D) | R | W | R | W | R | R | R | W | 5 | 3 | R | R | R | R | 9 | 3 | 75 | 60 | 6 | 91 |
| 5 Hoyer S (D) | R | W | R | R | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 149 | 8 | 95 |
| 6 Byron B (D) | W | W | R | W | R | W | R | R | 4 | 4 | R | W | R | R | 7 | 5 | 58 | 97 | 101 | 49 |
| 7 Mfume K (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 65 | 1 | 98 |
| 8 Morella C (R) | W | W | R | R | W | R | R | R | 5 | 3 | R | R | R | W | 8 | 4 | 67 | 42 | 24 | 64 |
| **Massachusetts** | | | | | | | | | | | | | | | | | | | | |
| 1 Olver (D) | I | I | I | R | R | R | R | R | 5 | 0 | I | R | R | R | 8 | 0 | 100 | 8 | 0 | 100 |
| 2 Neal R (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 34 | 1 | 97 |
| 3 Early J (D) | R | R | R | R | R | R | R | W | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 238 | 39 | 86 |
| 4 Frank B (D) | R | R | W | R | R | W | R | R | 6 | 2 | R | R | R | R | 10 | 2 | 83 | 147 | 14 | 91 |
| 5 Atkins C (D) | R | W | W | R | R | R | R | R | 6 | 2 | R | R | R | R | 10 | 2 | 83 | 87 | 8 | 92 |
| 6 Mavroules N (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | W | R | 11 | 1 | 92 | 184 | 11 | 94 |
| 7 Markey E (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 220 | 20 | 92 |
| 8 Kennedy J (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 63 | 3 | 95 |
| 9 Moakley J (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 285 | 18 | 94 |
| 10 Studds G (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 285 | 26 | 92 |
| 11 Donnelly B (D) | A | W | R | R | R | R | R | R | 6 | 1 | R | R | W | R | 9 | 2 | 82 | 174 | 22 | 89 |
| **Michigan** | | | | | | | | | | | | | | | | | | | | |
| 1 Conyers J (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 307 | 25 | 92 |
| 2 Pursell C (R) | W | W | W | W | W | W | R | R | 2 | 6 | W | W | R | W | 3 | 9 | 25 | 91 | 136 | 40 |
| 3 Wolpe H (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 186 | 14 | 93 |
| 4 Upton F (R) | W | W | W | W | W | W | R | R | 2 | 6 | W | W | R | W | 3 | 9 | 25 | 15 | 51 | 23 |
| 5 Henry P (R) | W | W | W | W | W | W | R | R | 2 | 6 | R | W | W | W | 3 | 9 | 25 | 29 | 66 | 31 |
| 6 Carr B (D) | R | R | W | W | R | W | R | W | 4 | 4 | R | W | R | R | 7 | 5 | 58 | 212 | 48 | 82 |
| 7 Kildee D (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | W | R | 11 | 1 | 92 | 231 | 12 | 95 |
| 8 Traxler B (D) | R | R | W | R | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 251 | 34 | 88 |
| 9 Vander Jagt G (R) | W | W | R | W | W | W | W | R | 2 | 6 | W | W | W | W | 2 | 10 | 17 | 55 | 289 | 16 |
| 10 Camp D (R) | W | W | W | W | W | W | R | W | 1 | 7 | W | W | W | W | 1 | 11 | 8 | 1 | 11 | 8 |
| 11 Davis R (R) | R | W | A | W | R | R | R | R | 5 | 2 | R | R | W | W | 7 | 4 | 58 | 129 | 66 | 66 |
| 12 Bonior D (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 223 | 13 | 94 |
| 13 Collins B (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 12 | 0 | 100 |
| 14 Hertel D (D) | R | R | R | R | R | R | R | W | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 150 | 8 | 95 |
| 15 Ford W (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 151 | 7 | 96 |
| 16 Dingell J (D) | R | R | R | W | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 372 | 29 | 93 |
| 17 Levin S (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 122 | 5 | 96 |
| 18 Broomfield W (R) | W | W | W | W | W | W | W | R | 1 | 7 | W | W | W | W | 1 | 11 | 8 | 62 | 276 | 18 |
| **Minnesota** | | | | | | | | | | | | | | | | | | | | |
| 1 Penny T (D) | R | W | W | W | R | W | W | W | 2 | 6 | R | W | R | R | 5 | 7 | 42 | 70 | 57 | 55 |
| 2 Weber V (R) | W | W | W | W | W | W | W | R | 1 | 7 | W | W | W | W | 1 | 11 | 8 | 17 | 143 | 11 |
| 3 Ramstad J (R) | W | W | W | W | W | R | W | R | 2 | 6 | W | R | R | W | 4 | 8 | 33 | 4 | 8 | 33 |
| 4 Vento B (D) | R | R | W | R | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 223 | 18 | 93 |
| 5 Sabo M (D) | R | R | W | R | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 185 | 16 | 92 |
| 6 Sikorski G (D) | R | R | W | R | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 121 | 6 | 95 |
| 7 Peterson C (D) | R | R | W | W | R | R | R | W | 5 | 3 | R | R | W | R | 8 | 4 | 67 | 8 | 4 | 67 |
| 8 Oberstar J (D) | R | R | W | R | R | R | R | R | 7 | 1 | R | R | W | R | 10 | 2 | 83 | 263 | 21 | 93 |

## Key to Symbols

R Voted Right or was paired Right.

W Voted Wrong or was paired Wrong.

A Absent and not paired or voted "present."

I Not in Congress at time.

Number before each name shows congressional district.

# VOTED IN THE HOUSE IN 1991

| | Davis-Bacon | "Fast Track" | Cargo Preference | China MFN | Workplace Fairness | Flight Attendant Duty Time | Extended Unemployment Benefits | Surface Transportation | Labor Votes | | Civil Rights | Family and Medical Leave | "Gag Rule" | Campaign Finance Reform | Total All Votes 1991 | | 1991 Percentage | Lifetime Voting Record | | Lifetime Right Percentage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Mississippi** | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | R | W | 9 | 10 | 11 | 12 | R | W | % | R | W | % |
| 1 Whitten J (D) | W | R | R | R | W | R | R | R | 6 | 2 | R | W | R | R | 9 | 3 | 75 | 197 | 227 | 46 |
| 2 Espy M (D) | R | W | W | R | R | W | R | R | 5 | 3 | R | R | R | R | 9 | 3 | 75 | 57 | 9 | 86 |
| 3 Montgomery G (D) | W | W | W | W | W | W | W | R | 1 | 7 | W | W | W | R | 2 | 10 | 17 | 56 | 295 | 16 |
| 4 Parker M (D) | W | W | W | R | R | W | W | R | 3 | 5 | W | W | W | R | 4 | 8 | 33 | 10 | 25 | 29 |
| 5 Taylor G (D) | W | R | R | R | W | W | W | R | 4 | 4 | W | W | W | W | 4 | 8 | 33 | 11 | 14 | 44 |
| **Missouri** | | | | | | | | | | | | | | | | | | | | |
| 1 Clay W (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 295 | 13 | 96 |
| 2 Horn J (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 12 | 0 | 100 |
| 3 Gephardt R (D) | R | W | R | R | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 194 | 36 | 84 |
| 4 Skelton I (D) | R | W | W | W | R | R | R | R | 5 | 3 | R | W | R | R | 8 | 4 | 67 | 155 | 76 | 67 |
| 5 Wheat A (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 123 | 4 | 97 |
| 6 Coleman T (R) | W | W | W | W | W | R | W | R | 2 | 6 | W | W | R | W | 3 | 9 | 25 | 52 | 189 | 22 |
| 7 Hancock M (R) | W | W | W | R | W | W | W | W | 1 | 7 | W | W | W | W | 1 | 11 | 8 | 2 | 34 | 6 |
| 8 Emerson B (R) | W | W | W | W | W | R | R | R | 3 | 5 | W | W | W | W | 3 | 9 | 25 | 37 | 122 | 23 |
| 9 Volkmer H (D) | R | R | W | W | R | R | R | R | 6 | 2 | R | R | W | R | 9 | 3 | 75 | 173 | 67 | 72 |
| **Montana** | | | | | | | | | | | | | | | | | | | | |
| 1 Williams P (D) | R | A | W | W | R | R | R | W | 4 | 3 | R | R | R | R | 8 | 3 | 73 | 170 | 23 | 88 |
| 2 Marlenee R (R) | W | R | R | W | W | W | A | W | 2 | 5 | W | W | W | W | 2 | 9 | 18 | 40 | 194 | 17 |
| **Nebraska** | | | | | | | | | | | | | | | | | | | | |
| 1 Bereuter D (R) | W | W | W | W | W | W | W | R | 1 | 7 | W | W | R | W | 2 | 10 | 17 | 41 | 160 | 20 |
| 2 Hoagland P (D) | R | R | R | W | R | W | R | R | 6 | 2 | R | R | R | R | 10 | 2 | 83 | 31 | 5 | 86 |
| 3 Barrett B (R) | W | W | W | W | W | W | W | R | 1 | 7 | W | W | W | W | 1 | 11 | 8 | 1 | 11 | 8 |
| **Nevada** | | | | | | | | | | | | | | | | | | | | |
| 1 Bilbray J (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 58 | 8 | 88 |
| 2 Vucanovich B (R) | W | A | W | W | W | W | W | R | 1 | 6 | W | W | W | W | 1 | 10 | 9 | 12 | 113 | 10 |
| **New Hampshire** | | | | | | | | | | | | | | | | | | | | |
| 1 Zeliff B (R) | W | W | W | W | W | W | W | W | 0 | 8 | W | W | R | W | 1 | 11 | 8 | 1 | 11 | 8 |
| 2 Swett D (D) | R | R | R | W | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 11 | 1 | 92 |
| **New Jersey** | | | | | | | | | | | | | | | | | | | | |
| 1 Andrews R (D) | R | R | R | R | R | R | R | W | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 11 | 1 | 92 |
| 2 Hughes W (D) | R | W | R | R | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 219 | 67 | 77 |
| 3 Pallone F (D) | R | R | R | R | R | R | R | W | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 32 | 4 | 89 |
| 4 Smith C (R) | R | R | R | R | R | R | R | R | 8 | 0 | W | R | W | W | 9 | 3 | 75 | 118 | 44 | 73 |
| 5 Roukema M (R) | R | W | A | W | W | R | R | R | 4 | 3 | W | R | R | W | 6 | 5 | 55 | 57 | 102 | 36 |
| 6 Dwyer B (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 155 | 5 | 97 |
| 7 Rinaldo M (R) | R | W | R | W | R | R | R | R | 6 | 2 | R | R | W | W | 8 | 4 | 67 | 248 | 56 | 82 |
| 8 Roe R (D) | R | R | R | W | R | R | R | R | 7 | 1 | R | R | W | R | 10 | 2 | 83 | 299 | 30 | 91 |
| 9 Torricelli R (D) | R | W | R | R | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 113 | 6 | 95 |
| 10 Payne D (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 34 | 0 | 100 |
| 11 Gallo D (R) | R | W | R | W | W | W | R | R | 4 | 4 | W | W | R | W | 5 | 7 | 42 | 33 | 62 | 35 |
| 12 Zimmer D (R) | W | W | R | W | W | W | R | W | 2 | 6 | R | R | R | W | 5 | 7 | 42 | 5 | 7 | 42 |
| 13 Saxton H (R) | R | W | R | W | W | W | A | R | 3 | 4 | W | W | W | W | 3 | 8 | 27 | 33 | 63 | 34 |
| 14 Guarini F (D) | R | W | R | W | R | A | R | R | 5 | 2 | R | R | R | R | 9 | 2 | 75 | 182 | 17 | 91 |
| **New Mexico** | | | | | | | | | | | | | | | | | | | | |
| 1 Schiff S (R) | W | W | R | W | W | W | W | R | 2 | 6 | R | W | R | W | 4 | 8 | 33 | 9 | 27 | 25 |
| 2 Skeen J (R) | W | W | W | W | W | W | W | R | 1 | 7 | W | W | R | W | 2 | 10 | 17 | 19 | 143 | 12 |
| 3 Richardson B (D) | R | W | R | R | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 115 | 12 | 91 |
| **New York** | | | | | | | | | | | | | | | | | | | | |
| 1 Hochbrueckner G (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 63 | 2 | 97 |
| 2 Downey T (D) | R | W | R | R | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 247 | 34 | 88 |
| 3 Mrazek R (D) | A | W | R | R | R | R | R | R | 6 | 1 | R | R | R | A | 9 | 1 | 90 | 106 | 16 | 87 |
| 4 Lent N (R) | R | W | R | W | W | W | W | R | 3 | 5 | W | W | W | W | 3 | 9 | 25 | 99 | 221 | 31 |
| 5 McGrath R (R) | R | W | R | R | R | R | R | R | 7 | 1 | W | R | W | W | 8 | 4 | 67 | 70 | 87 | 45 |
| 6 Flake F (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 62 | 1 | 98 |
| 7 Ackerman G (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 121 | 1 | 99 |
| 8 Scheuer J (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 320 | 27 | 92 |
| 9 Manton T (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | W | 11 | 1 | 92 | 90 | 4 | 96 |
| 10 Schumer C (D) | R | W | R | R | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 143 | 13 | 92 |
| 11 Towns E (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 117 | 1 | 99 |
| 12 Owens M (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 120 | 1 | 99 |
| 13 Solarz S (D) | R | W | R | W | R | R | R | R | 6 | 2 | R | R | R | R | 10 | 2 | 83 | 252 | 30 | 89 |
| 14 Molinari S (R) | W | W | R | R | W | R | R | R | 5 | 3 | W | R | R | W | 7 | 5 | 58 | 51 | 99 | 34 |
| 15 Green B (R) | R | W | R | W | R | R | W | R | 5 | 3 | R | R | R | W | 8 | 4 | 67 | 115 | 102 | 53 |
| 16 Rangel C (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 305 | 17 | 95 |
| 17 Weiss T (D) | R | R | R | R | A | R | R | R | 7 | 0 | R | R | R | R | 11 | 0 | 100 | 219 | 17 | 93 |
| 18 Serrano (D) | R | R | R | A | R | R | R | R | 7 | 0 | R | R | R | R | 11 | 0 | 100 | 21 | 0 | 100 |
| 19 Engel E (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 35 | 0 | 100 |
| 20 Lowey N (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 36 | 0 | 100 |
| 21 Fish H (R) | R | W | R | R | R | W | R | R | 6 | 2 | R | R | R | W | 9 | 3 | 75 | 163 | 173 | 49 |
| 22 Gilman B (R) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | W | 11 | 1 | 92 | 232 | 74 | 76 |
| 23 McNulty M (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 35 | 1 | 97 |
| 24 Solomon G (R) | A | R | R | R | R | W | W | W | 4 | 3 | W | R | W | W | 5 | 6 | 45 | 50 | 143 | 26 |
| 25 Boehlert S (R) | R | W | R | W | R | R | R | R | 6 | 2 | R | R | R | W | 9 | 3 | 75 | 87 | 40 | 69 |
| 26 Martin D (R) | W | W | A | W | W | W | R | W | 1 | 6 | W | R | R | W | 3 | 8 | 27 | 48 | 107 | 31 |
| 27 Walsh J (R) | R | W | R | W | W | R | R | R | 5 | 3 | R | W | W | W | 6 | 6 | 50 | 14 | 22 | 39 |
| 28 McHugh M (D) | R | W | W | R | R | R | R | R | 6 | 2 | R | R | R | R | 10 | 2 | 83 | 232 | 48 | 83 |
| 29 Horton F (R) | R | W | R | W | R | R | R | R | 6 | 2 | R | R | R | R | 10 | 2 | 83 | 263 | 113 | 70 |
| 30 Slaughter L (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 62 | 3 | 95 |
| 31 Paxon B (R) | W | W | W | R | W | W | R | W | 2 | 6 | W | W | W | W | 2 | 10 | 17 | 4 | 32 | 11 |
| 32 LaFalce J (D) | R | R | W | R | R | R | R | R | 7 | 1 | R | R | W | R | 10 | 2 | 83 | 232 | 47 | 83 |
| 33 Nowak H (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | W | R | 11 | 1 | 92 | 264 | 23 | 92 |
| 34 Houghton A (R) | R | W | W | W | W | R | R | R | 4 | 4 | R | W | R | W | 6 | 6 | 50 | 24 | 40 | 38 |
| **North Carolina** | | | | | | | | | | | | | | | | | | | | |
| 1 Jones W (D) | W | R | R | R | R | R | A | A | 5 | 1 | R | R | R | R | 9 | 1 | 90 | 180 | 157 | 53 |
| 2 Valentine T (D) | W | R | R | R | W | W | W | R | 4 | 4 | R | W | R | R | 7 | 5 | 58 | 58 | 69 | 46 |
| 3 Lancaster H (D) | W | R | R | W | W | W | R | R | 4 | 4 | R | W | R | R | 7 | 5 | 58 | 40 | 26 | 61 |
| 4 Price D (D) | W | W | R | R | R | R | R | R | 6 | 2 | R | R | R | R | 10 | 2 | 83 | 55 | 11 | 83 |
| 5 Neal S (D) | W | R | R | R | W | W | R | A | 4 | 3 | R | W | R | R | 7 | 4 | 64 | 150 | 123 | 55 |
| 6 Coble H (R) | W | R | R | R | W | W | W | W | 3 | 5 | W | W | W | W | 3 | 9 | 25 | 16 | 81 | 16 |
| 7 Rose C (D) | W | R | R | R | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 191 | 96 | 67 |
| 8 Hefner W (D) | W | R | R | R | R | A | R | R | 6 | 1 | R | R | R | R | 10 | 1 | 91 | 158 | 119 | 57 |
| 9 McMillan A (R) | W | W | R | R | W | W | W | R | 3 | 5 | W | W | W | W | 3 | 9 | 25 | 16 | 81 | 16 |
| 10 Ballenger C (R) | W | R | W | R | W | W | W | W | 2 | 6 | W | W | W | W | 2 | 10 | 17 | 9 | 56 | 14 |
| 11 Taylor C (R) | W | R | R | W | W | W | W | W | 2 | 6 | W | W | W | W | 2 | 10 | 17 | 2 | 10 | 17 |
| **North Dakota** | | | | | | | | | | | | | | | | | | | | |
| AL Dorgan B (D) | R | R | W | W | R | W | R | R | 5 | 3 | R | R | R | R | 9 | 3 | 75 | 120 | 39 | 75 |
| **Ohio** | | | | | | | | | | | | | | | | | | | | |
| 1 Luken T (D) | R | W | R | W | R | W | R | W | 4 | 4 | R | W | W | R | 6 | 6 | 50 | 6 | 6 | 50 |
| 2 Gradison B (R) | W | W | W | W | W | W | W | W | 0 | 8 | W | W | R | W | 1 | 11 | 8 | 37 | 244 | 13 |
| 3 Hall T (D) | R | W | W | R | R | R | R | R | 6 | 2 | R | R | W | R | 9 | 3 | 75 | 158 | 37 | 81 |
| 4 Oxley M (R) | W | W | W | W | W | W | W | R | 1 | 7 | W | W | W | W | 1 | 11 | 8 | 12 | 144 | 8 |
| 5 Gillmor P (R) | W | W | W | W | W | W | R | R | 2 | 6 | W | R | W | W | 3 | 9 | 25 | 5 | 31 | 14 |
| 6 McEwen B (R) | W | W | W | R | W | W | W | R | 2 | 6 | W | W | W | W | 2 | 10 | 17 | 26 | 132 | 16 |
| 7 Hobson D (R) | W | W | W | W | W | W | W | R | 1 | 7 | R | W | R | W | 3 | 9 | 25 | 3 | 9 | 25 |
| 8 Boehner J (R) | W | W | W | W | W | W | W | W | 0 | 8 | W | W | W | W | 0 | 12 | 0 | 0 | 12 | 0 |
| 9 Kaptur M (D) | R | R | W | W | R | A | R | R | 5 | 2 | R | R | R | R | 9 | 2 | 82 | 111 | 11 | 91 |
| 10 Miller C (R) | A | R | W | W | W | W | W | R | 2 | 5 | W | W | W | W | 2 | 9 | 18 | 50 | 305 | 14 |
| 11 Eckart D (D) | R | R | W | R | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 144 | 18 | 89 |
| 12 Kasich J (R) | W | W | W | R | W | W | W | W | 1 | 7 | W | W | W | W | 1 | 11 | 8 | 18 | 108 | 14 |
| 13 Pease D (D) | R | R | W | W | R | R | R | R | 6 | 2 | R | R | R | R | 10 | 2 | 83 | 202 | 40 | 83 |
| 14 Sawyer T (D) | R | W | R | R | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 61 | 5 | 92 |
| 15 Wylie C (R) | W | W | W | R | W | W | W | R | 2 | 6 | W | W | W | W | 2 | 10 | 17 | 74 | 275 | 21 |
| 16 Regula R (R) | R | W | W | W | R | R | R | R | 5 | 3 | W | R | R | W | 7 | 5 | 58 | 114 | 199 | 36 |
| 17 Traficant J (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 96 | 1 | 99 |
| 18 Applegate D (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | W | R | 11 | 1 | 92 | 188 | 55 | 77 |
| 19 Feighan E (D) | R | R | R | W | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 117 | 8 | 94 |
| 20 Oakar M (D) | R | R | W | R | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 222 | 16 | 93 |
| 21 Stokes L (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 307 | 16 | 95 |
| **Oklahoma** | | | | | | | | | | | | | | | | | | | | |
| 1 Inhofe J (R) | W | W | W | A | W | W | W | R | 1 | 6 | W | W | W | W | 1 | 10 | 9 | 8 | 56 | 13 |
| 2 Synar M (D) | R | W | W | R | R | W | R | R | 5 | 3 | R | R | R | R | 9 | 3 | 75 | 129 | 70 | 65 |
| 3 Brewster B (D) | R | R | R | W | W | R | W | R | 5 | 3 | R | W | R | R | 8 | 4 | 67 | 8 | 4 | 67 |
| 4 McCurdy D (D) | W | W | A | R | W | W | R | R | 3 | 4 | R | R | R | R | 7 | 4 | 64 | 72 | 80 | 47 |
| 5 Edwards M (R) | W | W | W | R | W | W | A | R | 2 | 5 | W | W | W | W | 2 | 9 | 18 | 24 | 212 | 10 |
| 6 English G (D) | R | R | W | W | W | W | R | R | 4 | 4 | R | R | R | R | 8 | 4 | 67 | 99 | 189 | 34 |

| | Davis-Bacon | "Fast Track" | Cargo Preference | China MFN | Workplace Fairness | Flight Attendant Duty Time | Extended Unemployment Benefits | Surface Transportation | Labor Votes | | Civil Rights | Family and Medical Leave | "Gag Rule" | Campaign Finance Reform | Total All Votes 1991 | | 1991 Percentage | Lifetime Voting Record | | Lifetime Right Percentage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Oregon** | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | R | W | 9 | 10 | 11 | 12 | R | W | % | R | W | % |
| 1 AuCoin L (D) | R | R | R | W | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 209 | 70 | 75 |
| 2 Smith B (R) | W | W | W | W | W | W | R | R | 2 | 6 | W | W | W | W | 2 | 10 | 17 | 18 | 109 | 14 |
| 3 Wyden R (D) | R | W | R | W | R | R | R | R | 6 | 2 | R | R | R | R | 10 | 2 | 83 | 132 | 29 | 82 |
| 4 DeFazio P (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 59 | 6 | 91 |
| 5 Kopetski M (D) | R | W | R | W | R | R | R | R | 6 | 2 | R | R | R | R | 10 | 2 | 83 | 10 | 2 | 83 |
| **Pennsylvania** | | | | | | | | | | | | | | | | | | | | |
| 1 Foglietta T (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 149 | 5 | 97 |
| 2 Blackwell L (D) | I | I | I | I | I | I | I | I | 0 | 0 | I | R | R | R | 3 | 0 | 100 | 3 | 0 | 100 |
| 3 Borski R (D) | R | R | R | R | R | A | R | R | 7 | 0 | R | R | W | R | 10 | 1 | 91 | 120 | 4 | 97 |
| 4 Kolter J (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | W | R | 11 | 1 | 92 | 115 | 8 | 93 |
| 5 Schulze R (R) | W | W | R | R | W | W | W | R | 3 | 5 | R | A | W | W | 4 | 7 | 36 | 63 | 213 | 23 |
| 6 Yatron G (D) | R | R | R | R | A | A | A | R | 5 | 0 | R | R | W | R | 8 | 1 | 89 | 277 | 51 | 84 |
| 7 Weldon C (R) | R | W | R | R | R | W | R | A | 5 | 2 | W | R | W | W | 6 | 5 | 55 | 33 | 27 | 55 |
| 8 Kostmayer P (D) | R | W | R | R | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 186 | 21 | 90 |
| 9 Shuster B (R) | W | R | R | R | W | W | R | R | 5 | 3 | W | W | W | W | 5 | 7 | 42 | 56 | 245 | 19 |
| 10 McDade J (R) | A | R | A | W | R | A | R | R | 4 | 1 | W | R | W | W | 5 | 4 | 56 | 252 | 117 | 68 |
| 11 Kanjorski P (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | W | R | 11 | 1 | 92 | 88 | 9 | 91 |
| 12 Murtha J (D) | R | R | R | W | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 256 | 38 | 87 |
| 13 Coughlin L (R) | R | W | R | W | W | W | R | R | 4 | 4 | W | R | R | W | 6 | 6 | 50 | 123 | 219 | 36 |
| 14 Coyne W (D) | R | W | R | W | R | R | R | R | 6 | 2 | R | R | R | R | 10 | 2 | 83 | 155 | 7 | 96 |
| 15 Ritter D (R) | W | W | R | R | W | W | R | R | 4 | 4 | W | W | W | W | 4 | 8 | 33 | 68 | 129 | 35 |
| 16 Walker R (R) | W | W | W | R | W | W | W | W | 1 | 7 | W | W | W | W | 1 | 11 | 8 | 32 | 211 | 13 |
| 17 Gekas G (R) | W | W | W | W | W | W | R | R | 2 | 6 | W | W | R | W | 3 | 9 | 25 | 23 | 104 | 18 |
| 18 Santorum R (R) | R | W | R | W | R | R | W | R | 5 | 3 | W | W | W | W | 5 | 7 | 42 | 5 | 7 | 42 |
| 19 Goodling B (R) | W | R | W | W | W | W | W | R | 2 | 6 | W | W | R | W | 3 | 9 | 25 | 73 | 201 | 27 |
| 20 Gaydos J (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 298 | 29 | 91 |
| 21 Ridge T (R) | R | W | R | R | W | R | R | R | 6 | 2 | W | W | R | W | 7 | 5 | 58 | 70 | 56 | 56 |
| 22 Murphy A (D) | A | R | R | W | R | R | R | R | 6 | 1 | R | R | W | R | 9 | 2 | 82 | 194 | 42 | 82 |
| 23 Clinger W (R) | W | W | R | W | W | R | R | R | 4 | 4 | W | W | R | W | 5 | 7 | 42 | 78 | 118 | 40 |
| **Rhode Island** | | | | | | | | | | | | | | | | | | | | |
| 1 Machtley R (R) | R | W | R | W | W | R | R | W | 4 | 4 | R | R | R | W | 7 | 5 | 58 | 19 | 17 | 53 |
| 2 Reed J (D) | R | R | R | W | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 11 | 1 | 92 |
| **South Carolina** | | | | | | | | | | | | | | | | | | | | |
| 1 Ravenel A (R) | W | R | R | R | W | W | R | R | 5 | 3 | W | R | R | W | 7 | 5 | 58 | 27 | 39 | 41 |
| 2 Spence F (R) | W | R | R | W | W | W | W | R | 3 | 5 | W | W | W | W | 3 | 9 | 25 | 55 | 270 | 17 |
| 3 Derrick B (D) | W | R | R | W | R | W | R | R | 6 | 2 | R | W | R | R | 9 | 3 | 75 | 161 | 120 | 57 |
| 4 Patterson L (D) | W | R | R | R | W | W | R | R | 5 | 3 | R | W | R | R | 8 | 4 | 67 | 39 | 27 | 59 |
| 5 Spratt J (D) | R | R | R | R | W | W | R | R | 6 | 2 | R | R | R | R | 10 | 2 | 83 | 80 | 45 | 64 |
| 6 Tallon R (D) | R | R | R | R | W | W | R | R | 6 | 2 | R | R | W | R | 9 | 3 | 75 | 85 | 41 | 67 |
| **South Dakota** | | | | | | | | | | | | | | | | | | | | |
| AL Johnson T (D) | R | R | W | W | R | R | R | R | 6 | 2 | R | R | R | R | 10 | 2 | 83 | 56 | 10 | 85 |
| **Tennessee** | | | | | | | | | | | | | | | | | | | | |
| 1 Quillen J (R) | W | R | R | R | W | W | W | R | 4 | 4 | W | W | W | W | 4 | 8 | 33 | 69 | 299 | 19 |
| 2 Duncan J (R) | W | R | R | R | W | W | W | R | 4 | 4 | W | W | W | W | 4 | 8 | 33 | 11 | 25 | 31 |
| 3 Lloyd M (D) | R | R | R | R | R | W | A | R | 6 | 1 | R | W | R | R | 9 | 2 | 82 | 168 | 110 | 60 |
| 4 Cooper J (D) | W | W | W | W | W | R | W | R | 2 | 6 | R | W | R | R | 5 | 7 | 42 | 81 | 44 | 65 |
| 5 Clement B (D) | R | W | W | W | R | R | R | R | 5 | 3 | R | R | R | R | 9 | 3 | 75 | 39 | 10 | 80 |
| 6 Gordon B (D) | R | W | R | R | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 81 | 14 | 85 |
| 7 Sundquist D (R) | W | W | R | W | W | W | W | R | 2 | 6 | W | W | W | W | 2 | 10 | 17 | 21 | 103 | 17 |
| 8 Tanner J (D) | W | W | W | W | R | W | W | R | 2 | 6 | R | W | R | R | 5 | 7 | 42 | 20 | 16 | 56 |
| 9 Ford H (D) | A | R | A | R | R | R | R | R | 6 | 0 | R | R | R | A | 9 | 0 | 100 | 247 | 19 | 93 |
| **Texas** | | | | | | | | | | | | | | | | | | | | |
| 1 Chapman J (D) | W | W | R | W | R | W | R | R | 4 | 4 | R | R | R | R | 8 | 4 | 67 | 55 | 34 | 62 |
| 2 Wilson C (D) | A | W | R | R | R | W | R | R | 5 | 2 | R | R | R | R | 9 | 2 | 82 | 199 | 87 | 70 |
| 3 Johnson S (R) | I | W | W | W | W | W | W | W | 0 | 7 | W | W | W | W | 0 | 11 | 0 | 0 | 11 | 0 |
| 4 Hall R (D) | W | W | W | W | W | W | W | R | 1 | 7 | W | W | W | R | 2 | 10 | 17 | 52 | 104 | 33 |
| 5 Bryant J (D) | R | W | R | R | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 115 | 8 | 93 |
| 6 Barton J (R) | W | W | W | R | W | W | W | W | 1 | 7 | W | W | W | W | 1 | 11 | 8 | 4 | 91 | 4 |
| 7 Archer B (R) | W | W | W | W | W | W | W | W | 0 | 8 | W | W | W | W | 0 | 12 | 0 | 14 | 320 | 4 |
| 8 Fields J (R) | W | W | R | W | W | W | W | W | 1 | 7 | W | W | W | W | 1 | 11 | 8 | 11 | 151 | 7 |
| 9 Brooks J (D) | R | R | R | W | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 317 | 91 | 78 |
| 10 Pickle J (D) | W | W | W | W | W | R | A | R | 2 | 5 | R | R | R | R | 6 | 5 | 55 | 197 | 169 | 54 |
| 11 Edwards C (D) | R | W | R | R | R | W | R | R | 6 | 2 | R | W | R | R | 9 | 3 | 75 | 9 | 3 | 75 |
| 12 Geren P (D) | W | W | R | W | W | W | R | R | 3 | 5 | R | W | R | R | 6 | 6 | 50 | 15 | 14 | 52 |
| 13 Sarpalius B (D) | R | W | W | W | R | W | W | R | 3 | 5 | R | W | W | R | 5 | 7 | 42 | 15 | 20 | 43 |
| 14 Laughlin G (D) | R | W | R | W | R | W | R | R | 5 | 3 | R | W | R | R | 8 | 4 | 67 | 16 | 16 | 50 |
| 15 de la Garza E (D) | W | W | W | W | R | R | R | R | 4 | 4 | R | R | W | R | 7 | 5 | 58 | 215 | 133 | 62 |
| 16 Coleman R (D) | R | W | R | R | R | R | R | R | 7 | 1 | R | R | R | R | 11 | 1 | 92 | 109 | 15 | 88 |
| 17 Stenholm C (D) | W | W | W | W | W | W | W | R | 1 | 7 | W | W | W | R | 2 | 10 | 17 | 38 | 159 | 19 |
| 18 Washington (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 22 | 0 | 100 |
| 19 Combest L (R) | W | W | W | W | W | W | W | R | 1 | 7 | W | W | W | W | 1 | 11 | 8 | 10 | 87 | 10 |
| 20 Gonzalez H (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 349 | 34 | 91 |
| 21 Smith L (R) | W | W | W | R | W | W | W | W | 1 | 7 | W | R | R | W | 3 | 9 | 25 | 10 | 55 | 15 |
| 22 DeLay T (R) | W | W | W | A | W | W | W | W | 0 | 7 | W | W | W | R | 1 | 10 | 9 | 3 | 92 | 3 |
| 23 Bustamante A (D) | R | W | R | R | R | A | R | R | 6 | 1 | R | R | R | R | 10 | 1 | 91 | 88 | 5 | 95 |
| 24 Frost M (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 155 | 34 | 82 |
| 25 Andrews M (D) | W | W | R | W | R | W | R | W | 3 | 5 | R | R | R | R | 7 | 5 | 58 | 80 | 45 | 64 |
| 26 Armey D (R) | W | W | W | W | W | W | W | W | 0 | 8 | W | W | W | W | 0 | 12 | 0 | 2 | 95 | 2 |
| 27 Ortiz S (D) | A | W | R | W | W | R | R | R | 4 | 3 | R | R | W | R | 7 | 4 | 58 | 101 | 20 | 83 |
| **Utah** | | | | | | | | | | | | | | | | | | | | |
| 1 Hansen J (R) | W | W | W | W | W | W | W | W | 0 | 8 | W | W | W | W | 0 | 12 | 0 | 5 | 150 | 3 |
| 2 Owens W (D) | R | W | R | R | R | W | R | W | 5 | 3 | R | R | R | R | 9 | 3 | 75 | 72 | 12 | 86 |
| 3 Orton B (D) | R | W | R | W | R | W | W | W | 3 | 5 | W | W | W | R | 4 | 8 | 33 | 4 | 8 | 33 |
| **Vermont** | | | | | | | | | | | | | | | | | | | | |
| AL Sanders B (I) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 12 | 0 | 100 |
| **Virginia** | | | | | | | | | | | | | | | | | | | | |
| 1 Bateman H (R) | W | W | R | W | W | W | W | R | 2 | 6 | W | W | W | W | 2 | 10 | 17 | 13 | 113 | 10 |
| 2 Pickett O (D) | R | W | R | W | W | W | R | R | 4 | 4 | R | W | R | R | 7 | 5 | 58 | 46 | 20 | 70 |
| 3 Bliley T (R) | W | W | R | W | W | W | W | R | 2 | 6 | W | W | W | W | 2 | 10 | 17 | 20 | 142 | 12 |
| 4 Sisisky N (D) | R | R | R | R | W | W | R | R | 6 | 2 | A | W | R | R | 8 | 3 | 73 | 81 | 45 | 64 |
| 5 Payne L (D) | W | R | W | W | W | R | R | R | 4 | 4 | R | W | R | R | 7 | 5 | 58 | 22 | 19 | 54 |
| 6 Olin J (D) | R | W | W | R | R | W | W | R | 4 | 4 | R | W | R | R | 7 | 5 | 58 | 73 | 53 | 58 |
| 7 Allen G (R) | I | I | I | I | I | I | I | I | 0 | 0 | I | W | R | W | 1 | 2 | 33 | 1 | 2 | 33 |
| 8 Moran J (D) | R | W | W | R | R | R | R | R | 6 | 2 | R | R | R | R | 10 | 2 | 83 | 10 | 2 | 83 |
| 9 Boucher R (D) | R | W | W | W | R | R | R | R | 5 | 3 | R | R | R | R | 9 | 3 | 75 | 102 | 22 | 82 |
| 10 Wolf F (R) | W | W | W | R | W | W | W | R | 2 | 6 | W | W | W | W | 2 | 10 | 17 | 27 | 134 | 17 |
| **Washington** | | | | | | | | | | | | | | | | | | | | |
| 1 Miller J (R) | W | W | R | W | W | R | W | R | 3 | 5 | W | R | R | W | 5 | 7 | 42 | 35 | 62 | 36 |
| 2 Swift A (D) | R | W | R | W | R | R | R | R | 6 | 2 | R | R | R | R | 10 | 2 | 83 | 168 | 32 | 84 |
| 3 Unsoeld J (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R | R | 12 | 0 | 100 | 34 | 1 | 97 |
| 4 Morrison S (R) | R | W | W | W | W | W | W | R | 2 | 6 | W | R | R | W | 4 | 8 | 33 | 40 | 120 | 25 |
| 5 Foley T (D) | S | S | S | S | R | S | S | S | 1 | 0 | R | S | R | S | 3 | 0 | 100 | 269 | 65 | 81 |
| 6 Dicks N (D) | R | W | R | W | R | R | R | R | 6 | 2 | R | A | R | R | 9 | 2 | 82 | 201 | 37 | 84 |
| 7 McDermott J (D) | R | W | R | W | R | R | R | R | 6 | 2 | R | R | R | R | 10 | 2 | 83 | 33 | 3 | 92 |
| 8 Chandler R (R) | W | W | W | W | W | W | W | R | 1 | 7 | W | W | R | W | 2 | 10 | 17 | 21 | 104 | 17 |
| **West Virginia** | | | | | | | | | | | | | | | | | | | | |
| 1 Mollohan A (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | W | R | 11 | 1 | 92 | 118 | 8 | 94 |
| 2 Staggers H (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | W | R | 11 | 1 | 92 | 116 | 11 | 91 |
| 3 Wise B (D) | R | R | R | R | R | R | R | R | 8 | 0 | R | R | R |

# HOW YOUR SENATORS VOTED

| | Davis-Bacon | "Fast Track" | China MFN | Cargo Preference | Extended UI Veto Override | "Pension Losers" | Labor Votes | | Social Security Tax Cut | Campaign Finance Reform | "Motor Voter" | Family and Medical Leave | Clarence Thomas | Civil Rights | Total All Votes 1991 | | 1991 Percentage | Lifetime Voting Record | | Lifetime Right Percentage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | R | W | 7 | 8 | 9 | 10 | 11 | 12 | R | W | % | R | W | % |
| **Alabama** | | | | | | | | | | | | | | | | | | | | |
| Heflin H (D) | R | R | R | R | R | W | 5 | 1 | W | W | R | W | R | R | 8 | 4 | 67 | 126 | 72 | 64 |
| Shelby R (D) | R | R | W | R | R | R | 5 | 1 | W | R | R | W | W | R | 8 | 4 | 67 | 43 | 12 | 78 |
| **Alaska** | | | | | | | | | | | | | | | | | | | | |
| Murkowski F (R) | R | W | W | R | W | W | 2 | 4 | W | R | W | R | W | R | 5 | 7 | 42 | 40 | 116 | 26 |
| Stevens T (R) | R | W | W | R | W | W | 2 | 4 | W | R | W | R | W | R | 5 | 7 | 42 | 134 | 177 | 43 |
| **Arizona** | | | | | | | | | | | | | | | | | | | | |
| DeConcini D (D) | R | W | R | R | R | R | 5 | 1 | W | W | R | R | W | R | 8 | 4 | 67 | 146 | 80 | 65 |
| McCain J (R) | W | W | W | W | W | W | 0 | 6 | W | W | W | R | W | R | 2 | 10 | 17 | 8 | 47 | 15 |
| **Arkansas** | | | | | | | | | | | | | | | | | | | | |
| Bumpers D (D) | R | R | R | W | R | W | 4 | 2 | W | W | R | R | R | R | 8 | 4 | 67 | 182 | 91 | 67 |
| Pryor D (D) | R | A | A | A | R | W | 2 | 1 | A | A | A | A | R | R | 4 | 1 | 80 | 118 | 72 | 62 |
| **California** | | | | | | | | | | | | | | | | | | | | |
| Cranston A (D) | R | A | R | R | R | A | 4 | 0 | R | W | R | R | R | R | 9 | 1 | 90 | 277 | 30 | 90 |
| Seymour J (R) | W | W | W | R | W | W | 1 | 5 | R | R | W | W | W | R | 4 | 8 | 33 | 4 | 8 | 33 |
| **Colorado** | | | | | | | | | | | | | | | | | | | | |
| Brown H (R) | W | W | W | W | W | W | 0 | 6 | W | R | W | W | W | R | 2 | 10 | 17 | 2 | 10 | 17 |
| Wirth T (D) | R | W | R | R | R | R | 5 | 1 | R | W | R | R | R | R | 10 | 2 | 83 | 44 | 11 | 80 |
| **Connecticut** | | | | | | | | | | | | | | | | | | | | |
| Dodd C (D) | R | R | R | R | R | R | 6 | 0 | R | W | R | R | R | R | 11 | 1 | 92 | 145 | 11 | 93 |
| Lieberman J (D) | R | W | R | R | R | R | 5 | 1 | R | W | R | R | R | R | 10 | 2 | 83 | 26 | 5 | 84 |
| **Delaware** | | | | | | | | | | | | | | | | | | | | |
| Biden J (D) | R | W | R | R | R | R | 5 | 1 | R | W | R | R | R | R | 10 | 2 | 83 | 224 | 52 | 81 |
| Roth W (R) | W | W | W | W | W | W | 0 | 6 | W | R | W | R | W | R | 3 | 9 | 25 | 64 | 254 | 20 |
| **Florida** | | | | | | | | | | | | | | | | | | | | |
| Graham B (D) | R | W | R | R | R | R | 5 | 1 | W | W | R | R | R | R | 9 | 3 | 75 | 43 | 12 | 78 |
| Mack C (R) | W | R | R | R | W | W | 3 | 3 | R | R | W | W | W | R | 6 | 6 | 50 | 8 | 23 | 26 |
| **Georgia** | | | | | | | | | | | | | | | | | | | | |
| Fowler W (D) | R | A | R | W | R | W | 3 | 2 | R | W | R | R | W | R | 7 | 4 | 64 | 40 | 13 | 75 |
| Nunn S (D) | W | W | R | R | R | W | 3 | 3 | R | W | R | R | W | R | 7 | 5 | 58 | 134 | 178 | 43 |
| **Hawaii** | | | | | | | | | | | | | | | | | | | | |
| Akaka D (D) | R | R | R | R | R | R | 6 | 0 | R | W | R | R | R | R | 11 | 1 | 92 | 18 | 2 | 90 |
| Inouye D (D) | R | R | R | R | R | R | 6 | 0 | R | W | R | R | R | R | 11 | 1 | 92 | 291 | 34 | 90 |
| **Idaho** | | | | | | | | | | | | | | | | | | | | |
| Craig L (R) | W | W | W | W | W | W | 0 | 6 | R | R | W | W | W | R | 3 | 9 | 25 | 3 | 9 | 25 |
| Symms S (R) | W | W | W | W | W | W | 0 | 6 | R | R | W | W | W | W | 2 | 10 | 17 | 6 | 146 | 4 |
| **Illinois** | | | | | | | | | | | | | | | | | | | | |
| Dixon A (D) | R | R | R | W | R | R | 5 | 1 | W | W | R | R | W | R | 8 | 4 | 67 | 124 | 37 | 77 |
| Simon P (D) | R | R | R | W | R | R | 5 | 1 | W | W | R | R | R | R | 9 | 3 | 75 | 71 | 11 | 87 |
| **Indiana** | | | | | | | | | | | | | | | | | | | | |
| Coats D (R) | W | W | W | W | W | R | 1 | 5 | W | R | W | R | W | W | 3 | 9 | 25 | 7 | 24 | 23 |
| Lugar R (R) | W | W | W | W | W | W | 0 | 6 | W | R | W | W | W | R | 2 | 10 | 17 | 26 | 212 | 11 |
| **Iowa** | | | | | | | | | | | | | | | | | | | | |
| Grassley C (R) | W | W | W | W | W | W | 0 | 6 | W | R | W | W | W | R | 2 | 10 | 17 | 31 | 132 | 19 |
| Harkin T (D) | R | R | R | R | R | A | 5 | 0 | R | W | R | A | R | R | 9 | 1 | 90 | 80 | 8 | 91 |
| **Kansas** | | | | | | | | | | | | | | | | | | | | |
| Dole B (R) | W | W | W | W | W | W | 0 | 6 | W | R | W | W | W | R | 2 | 10 | 17 | 53 | 267 | 17 |
| Kassebaum N (R) | W | W | W | W | W | W | 0 | 6 | W | R | W | W | W | R | 2 | 10 | 17 | 38 | 156 | 20 |
| **Kentucky** | | | | | | | | | | | | | | | | | | | | |
| Ford W (D) | R | R | R | R | R | W | 5 | 1 | W | W | R | R | R | R | 9 | 3 | 75 | 213 | 64 | 77 |
| McConnell M (R) | W | W | W | W | W | W | 0 | 6 | W | R | W | W | W | R | 2 | 10 | 17 | 17 | 73 | 19 |
| **Louisiana** | | | | | | | | | | | | | | | | | | | | |
| Breaux J (D) | R | W | W | R | R | R | 4 | 2 | W | R | R | R | W | R | 8 | 4 | 67 | 45 | 9 | 83 |
| Johnston B (D) | R | R | W | R | R | R | 5 | 1 | W | R | R | R | W | R | 9 | 3 | 75 | 149 | 130 | 53 |
| **Maine** | | | | | | | | | | | | | | | | | | | | |
| Cohen W (R) | W | R | W | R | R | W | 3 | 3 | W | W | W | R | W | R | 5 | 7 | 42 | 76 | 122 | 38 |
| Mitchell G (D) | R | W | R | R | R | R | 5 | 1 | R | W | R | R | R | R | 10 | 2 | 83 | 149 | 24 | 86 |
| **Maryland** | | | | | | | | | | | | | | | | | | | | |
| Mikulski B (D) | R | R | R | R | R | R | 6 | 0 | W | W | R | R | R | R | 10 | 2 | 83 | 48 | 4 | 92 |
| Sarbanes P (D) | R | R | R | R | R | R | 6 | 0 | R | W | R | R | R | R | 11 | 1 | 92 | 225 | 9 | 96 |
| **Massachusetts** | | | | | | | | | | | | | | | | | | | | |
| Kennedy E (D) | R | W | R | R | R | R | 5 | 1 | R | W | R | R | R | R | 10 | 2 | 83 | 311 | 25 | 93 |
| Kerry J (D) | R | W | R | R | R | R | 5 | 1 | R | W | R | R | R | R | 10 | 2 | 83 | 84 | 6 | 93 |
| **Michigan** | | | | | | | | | | | | | | | | | | | | |
| Levin C (D) | R | R | R | W | R | R | 5 | 1 | W | W | R | R | R | R | 9 | 3 | 75 | 184 | 16 | 92 |
| Riegle D (D) | R | R | R | W | R | R | 5 | 1 | R | W | R | R | R | R | 10 | 2 | 83 | 218 | 16 | 93 |
| **Minnesota** | | | | | | | | | | | | | | | | | | | | |
| Durenberger D (R) | R | W | W | W | W | W | 1 | 5 | W | W | R | R | W | R | 4 | 8 | 33 | 86 | 103 | 46 |
| Wellstone P (D) | R | R | R | W | R | R | 5 | 1 | R | W | R | R | R | R | 10 | 2 | 83 | 10 | 2 | 83 |
| **Mississippi** | | | | | | | | | | | | | | | | | | | | |
| Cochran T (R) | W | W | W | R | W | W | 1 | 5 | W | R | W | W | W | R | 3 | 9 | 25 | 32 | 164 | 16 |
| Lott T (R) | W | A | W | R | W | W | 1 | 4 | W | R | W | W | W | R | 3 | 8 | 27 | 7 | 23 | 23 |
| **Missouri** | | | | | | | | | | | | | | | | | | | | |
| Bond C (R) | W | W | W | A | W | W | 0 | 5 | W | R | W | R | W | R | 3 | 8 | 27 | 13 | 38 | 25 |
| Danforth J (R) | W | W | W | W | W | W | 0 | 6 | W | R | W | R | W | R | 3 | 9 | 25 | 73 | 163 | 31 |
| **Montana** | | | | | | | | | | | | | | | | | | | | |
| Baucus M (D) | R | W | W | W | R | R | 3 | 3 | W | W | R | R | R | R | 7 | 5 | 58 | 146 | 51 | 74 |
| Burns C (R) | W | W | W | W | W | W | 0 | 6 | W | R | W | W | W | R | 2 | 10 | 17 | 3 | 28 | 10 |
| **Nebraska** | | | | | | | | | | | | | | | | | | | | |
| Exon J (D) | R | R | W | R | R | W | 4 | 2 | R | W | R | R | W | R | 8 | 4 | 67 | 96 | 93 | 51 |
| Kerrey R (D) | R | W | R | R | R | A | 4 | 1 | R | W | R | A | R | A | 7 | 2 | 78 | 23 | 5 | 82 |
| **Nevada** | | | | | | | | | | | | | | | | | | | | |
| Bryan R (D) | R | W | R | R | R | R | 5 | 1 | R | W | R | R | R | R | 10 | 2 | 83 | 27 | 4 | 87 |
| Reid H (D) | R | R | R | R | R | R | 6 | 0 | R | W | R | R | R | R | 11 | 1 | 92 | 48 | 6 | 89 |
| **New Hampshire** | | | | | | | | | | | | | | | | | | | | |
| Rudman W (R) | W | W | W | W | W | W | 0 | 6 | W | R | W | W | W | R | 2 | 10 | 17 | 29 | 132 | 18 |
| Smith R (R) | W | W | R | W | W | W | 1 | 5 | W | R | W | W | W | W | 2 | 10 | 17 | 2 | 10 | 17 |
| **New Jersey** | | | | | | | | | | | | | | | | | | | | |
| Bradley B (D) | R | W | R | R | R | R | 5 | 1 | W | W | R | R | R | R | 9 | 3 | 75 | 163 | 31 | 84 |
| Lautenberg F (D) | R | W | R | W | R | R | 4 | 2 | W | W | R | R | R | R | 8 | 4 | 67 | 106 | 11 | 91 |
| **New Mexico** | | | | | | | | | | | | | | | | | | | | |
| Bingaman J (D) | R | W | R | R | R | W | 4 | 2 | W | W | R | R | R | R | 8 | 4 | 67 | 95 | 23 | 81 |
| Domenici P (R) | W | W | W | W | W | W | 0 | 6 | W | R | W | W | W | R | 2 | 10 | 17 | 69 | 223 | 24 |
| **New York** | | | | | | | | | | | | | | | | | | | | |
| D'Amato A (R) | R | W | R | R | R | R | 5 | 1 | W | R | W | R | W | R | 8 | 4 | 67 | 79 | 82 | 49 |
| Moynihan D (D) | R | R | R | R | R | R | 6 | 0 | R | W | R | R | R | R | 11 | 1 | 92 | 213 | 20 | 91 |
| **North Carolina** | | | | | | | | | | | | | | | | | | | | |
| Helms J (R) | W | A | R | W | W | W | 1 | 4 | R | A | W | W | W | W | 2 | 8 | 20 | 28 | 270 | 9 |
| Sanford T (D) | R | R | R | R | R | R | 6 | 0 | R | W | R | R | R | R | 11 | 1 | 92 | 47 | 7 | 87 |
| **North Dakota** | | | | | | | | | | | | | | | | | | | | |
| Burdick Q (D) | R | R | W | R | R | R | 5 | 1 | W | R | R | R | R | R | 10 | 2 | 83 | 325 | 54 | 86 |
| Conrad K (D) | R | R | W | R | R | R | 5 | 1 | W | W | R | R | R | R | 9 | 3 | 75 | 45 | 10 | 82 |
| **Ohio** | | | | | | | | | | | | | | | | | | | | |
| Glenn J (D) | R | R | R | W | R | R | 5 | 1 | W | W | R | R | R | R | 9 | 3 | 75 | 217 | 52 | 81 |
| Metzenbaum H (D) | R | R | R | W | R | R | 5 | 1 | R | W | R | R | R | R | 10 | 2 | 83 | 230 | 15 | 94 |
| **Oklahoma** | | | | | | | | | | | | | | | | | | | | |
| Boren D (D) | W | W | R | W | R | W | 2 | 4 | R | W | R | W | W | R | 5 | 7 | 42 | 83 | 113 | 42 |
| Nickles D (R) | W | W | W | W | W | W | 0 | 6 | R | R | W | W | W | R | 3 | 9 | 25 | 8 | 154 | 5 |
| **Oregon** | | | | | | | | | | | | | | | | | | | | |
| Hatfield M (R) | R | W | W | R | R | W | 3 | 3 | W | R | R | R | W | R | 7 | 5 | 58 | 165 | 157 | 51 |
| Packwood B (R) | R | W | W | R | R | R | 4 | 2 | W | R | W | R | R | R | 8 | 4 | 67 | 153 | 170 | 47 |
| **Pennsylvania** | | | | | | | | | | | | | | | | | | | | |
| Specter A (R) | R | R | W | R | R | W | 4 | 2 | W | R | W | R | W | R | 7 | 5 | 58 | 111 | 50 | 69 |
| Wofford (D) | 1 | R | R | R | R | R | 5 | 0 | 1 | W | R | R | R | A | 8 | 1 | 89 | 8 | 1 | 89 |
| **Rhode Island** | | | | | | | | | | | | | | | | | | | | |
| Chafee J (R) | R | W | W | A | R | W | 2 | 3 | W | R | W | R | W | R | 5 | 6 | 45 | 109 | 127 | 46 |
| Pell C (D) | R | W | R | R | R | R | 5 | 1 | R | W | R | R | R | R | 10 | 2 | 83 | 338 | 33 | 91 |
| **South Carolina** | | | | | | | | | | | | | | | | | | | | |
| Hollings E (D) | R | R | R | R | R | W | 5 | 1 | R | R | R | W | W | R | 9 | 3 | 75 | 195 | 133 | 59 |
| Thurmond S (R) | W | R | W | W | W | W | 1 | 5 | W | R | W | W | W | R | 3 | 9 | 25 | 49 | 359 | 12 |
| **South Dakota** | | | | | | | | | | | | | | | | | | | | |
| Daschle T (D) | R | R | R | R | R | R | 6 | 0 | W | W | R | R | R | R | 10 | 2 | 83 | 45 | 9 | 83 |
| Pressler L (R) | W | W | W | W | W | W | 0 | 6 | W | W | W | W | W | R | 1 | 11 | 8 | 58 | 126 | 32 |
| **Tennessee** | | | | | | | | | | | | | | | | | | | | |
| Gore A (D) | R | W | R | R | R | R | 5 | 1 | R | W | R | R | R | R | 10 | 2 | 83 | 71 | 11 | 87 |
| Sasser J (D) | R | R | R | R | R | R | 6 | 0 | W | W | R | R | R | R | 10 | 2 | 83 | 187 | 45 | 81 |
| **Texas** | | | | | | | | | | | | | | | | | | | | |
| Bentsen L (D) | R | W | R | R | R | W | 4 | 2 | W | W | R | R | R | R | 8 | 4 | 67 | 166 | 135 | 55 |
| Gramm P (R) | W | W | W | W | W | W | 0 | 6 | W | R | W | W | W | R | 2 | 10 | 17 | 5 | 84 | 6 |
| **Utah** | | | | | | | | | | | | | | | | | | | | |
| Garn J (R) | W | W | R | W | W | W | 1 | 5 | W | R | W | W | W | R | 3 | 9 | 25 | 30 | 247 | 11 |
| Hatch O (R) | W | W | W | W | W | W | 0 | 6 | R | R | W | W | W | R | 3 | 9 | 25 | 32 | 200 | 14 |
| **Vermont** | | | | | | | | | | | | | | | | | | | | |
| Jeffords J (R) | W | R | W | W | R | W | 2 | 4 | W | W | R | R | R | R | 6 | 6 | 50 | 14 | 17 | 45 |
| Leahy P (D) | R | R | R | R | R | R | 6 | 0 | R | W | R | R | R | R | 11 | 1 | 92 | 233 | 45 | 84 |
| **Virginia** | | | | | | | | | | | | | | | | | | | | |
| Robb C (D) | R | W | R | R | R | R | 5 | 1 | W | W | R | R | W | R | 8 | 4 | 67 | 21 | 10 | 68 |
| Warner J (R) | W | W | W | R | W | W | 1 | 5 | W | R | W | W | W | R | 3 | 9 | 25 | 38 | 164 | 19 |
| **Washington** | | | | | | | | | | | | | | | | | | | | |
| Adams B (D) | R | R | R | R | R | R | 6 | 0 | R | W | R | R | R | R | 11 | 1 | 92 | 47 | 7 | 87 |
| Gorton S (R) | W | W | W | W | W | W | 0 | 6 | W | R | W | W | W | R | 2 | 10 | 17 | 4 | 27 | 13 |
| **West Virginia** | | | | | | | | | | | | | | | | | | | | |
| Byrd R (D) | R | R | R | R | R | R | 6 | 0 | W | W | R | R | R | R | 10 | 2 | 83 | 301 | 104 | 74 |
| Rockefeller J (D) | R | W | R | R | R | R | 5 | 1 | W | W | R | R | R | R | 9 | 3 | 75 | 80 | 11 | 88 |
| **Wisconsin** | | | | | | | | | | | | | | | | | | | | |
| Kasten B (R) | W | W | W | W | R | R | 2 | 4 | R | R | W | W | W | R | 5 | 7 | 42 | 42 | 120 | 26 |
| Kohl H (D) | R | W | R | W | R | W | 3 | 3 | W | W | R | R | R | R | 7 | 5 | 58 | 22 | 9 | 71 |
| **Wyoming** | | | | | | | | | | | | | | | | | | | | |
| Simpson A (R) | W | W | W | W | W | W | 0 | 6 | W | R | W | W | W | R | 2 | 10 | 17 | 15 | 183 | 8 |
| Wallop M (R) | W | W | R | W | W | W | 1 | 5 | R | R | W | W | W | W | 3 | 9 | 25 | 20 | 210 | 9 |

## Key to Symbols

R Voted Right or was paired Right.

W Voted Wrong or was paired Wrong.

A Absent and not paired or voted "present."

I Not in Congress at time.

# UAW members get Freightliner pact

**Mount Holly, N.C.**

More than 1,000 workers at Freightliner Corp.'s heavy truck assembly plant here, members of UAW Local 5285, ratified a first contract with the company by a 99 percent margin.

"The agreement brings Mount Holly Freightliner workers to wage parity with other Freightliner workers and provides major gains in benefits and worker rights to UAW members who struggled hard for over a year-and-a-half to achieve a contract," said UAW Secretary-Treasurer Bill Casstevens, who headed the union negotiating team.

The three-year contract, which ended a 16-day strike called over unfair labor practices, provided an immediate wage increase of 8.7 percent in December 1991, with additional increases of 35 cents an hour in 1992 and 1993 and special increases in 1992 and 1993 to bring workers to wage parity. It also included a pension program, including a 401(k) plan, and increased health insurance benefits.

The agreement also provides for defined production standards, two full-time union representatives, a seven-member shop committee, a joint safety and health committee, a joint ergonomics committee and a full grievance procedure that includes binding arbitration.

"In today's anti-union climate, first contracts have proven difficult to achieve and this one was no exception," Casstevens stated, adding, "The UAW has again shown its determination to fully support workers in their struggle for union representation."

The strikers gained support from UAW members from neighboring right-to-work states — workers at foreign-owned truckmakers Volvo-GM Heavy Truck Corp. in New River Valley, Va., and Mack Truck in Winnsboro, S.C. — who took up collections for the Freightliner strikers.

"UAW truck builders displayed solidarity, which had an international impact as they stood together in North Carolina to protect their jobs and their right to a union contract," Casstevens said.

The UAW was chosen to represent Freightliner's workers in an National Labor Relations Board election in April 1990.

The company, which is wholly owned by Daimler-Benz of Germany, broke off contract talks despite the union's willingness and availability to meet.

Production at the plant, which normally produces 55 heavy-duty, semi-tractor trucks a day, was cut in half during the strike.

Approximately 800 workers participated in the strike, according to the union.

Employees returned to work Jan. 1 after a previously planned holiday shutdown.

The settlement resolves several unfair-labor-practice charges the union filed with the NLRB, including the discharge of a union supporter and the withholding of prior pay increases.

The discharged worker has been returned to work with back pay and the prior pay increases have been included in the new agreement through a retroactive payment averaging $2,300 for assemblers.

# UFCW negotiates first contract at National Beef

**Liberal, Kan.**

Food and Commercial Workers at National Beef Packing Co. ratified a first contract that boosts wages for new workers by as much as $1.10 an hour.

The agreement was reached just three months after the 1,800 workers voted to join UFCW Local 340.

The four-year settlement provides an hourly wage increase that boosts the base rate for fabrication workers to $8.05 and the base for slaughter department workers to $8.35 over the contract term.

The contract also provides employer-paid family health care coverage and sickness and disability leave.

National Beef recently agreed to pay a $1.5 million fine and to eliminate job safety and health hazards, including violations of confined space, hazard communications, exit and ergonomic standards in a settlement with the Occupational Safety and Health Administration.

# Solidarity works for ILGWU in El Paso garment dispute

**By Candice Johnson**

A month-long hunger strike, long days on the picket line and solid support from labor, allied groups and retailers produced a big victory for garment workers with several employers in El Paso, Texas.

A three-year contract ratified by the Ladies' Garment Workers members and DCB Apparel Group Inc. marks the end of a long campaign by the mostly Mexican-American female workers to gain the guaranteed payment of their wages, decent health care for their families and job security.

The settlement provides comprehensive medical insurance, including family coverage; a week's paid vacation and holiday pay; a seniority system and grievance procedure; and a 25-cent hourly wage increase in each of the contract years.

ILGWU President Jay Mazur said the contract, reached against the backdrop of sweatshop abuses in El Paso, was especially noteworthy because "it holds the manufacturer, DCB, responsible for the payment of wages and benefits by the contractor to whom it farms out work."

Seventy-five workers at Sonia Fashions — a sewing contractor for DCB — went on strike last April to protest the company's refusal to pay back wages and its violation of an earlier agreement over owed wages with the ILGWU. To draw attention to their efforts, the Sonia workers undertook a 28-day hunger strike, and gained wide support from religious, political and community groups.

Just days later, workers at Apparel Conditioners Corp. and other DCB shops walked off the job to protest employer intimidation of union supporters.

Joining the strikers was La Mujer Obrera (Working Woman), an organization created to defend the rights of working women. The ILGWU has been working with La Mujer Obrera since 1990.

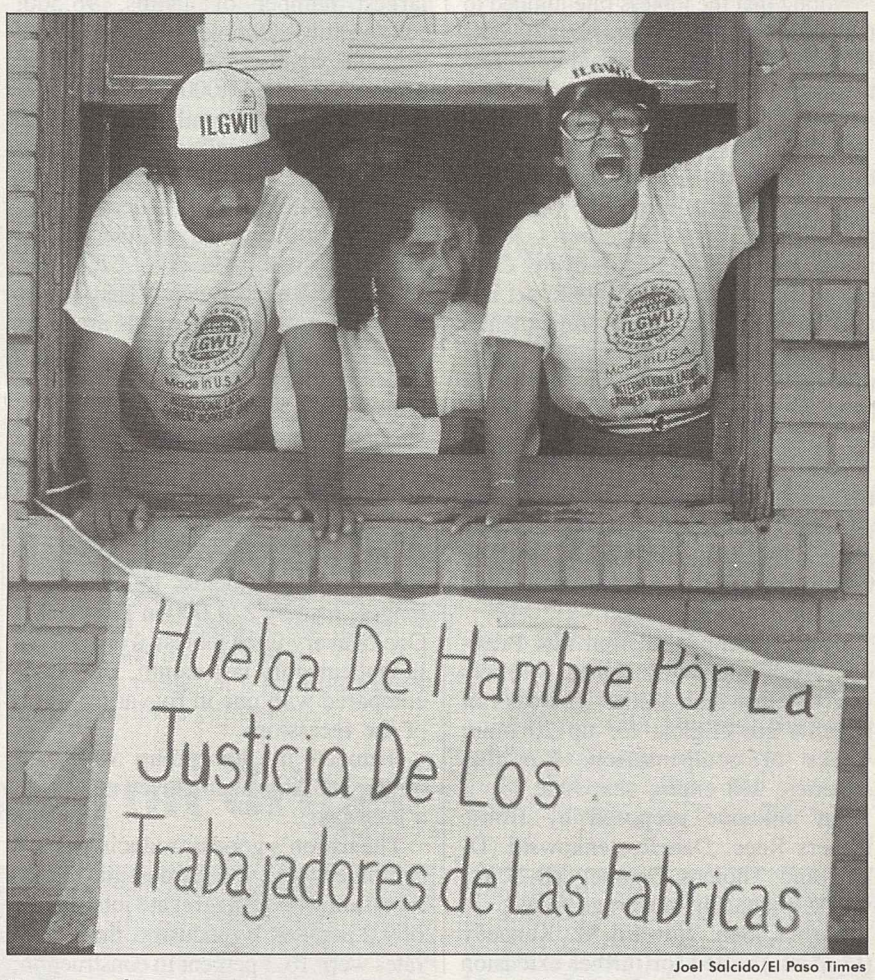
A national boycott of DCB garments was launched by the ILGWU in May. Several retailers, including R.H. Macy and J.C. Penney, stopped selling DCB's merchandise in a drive assisted by the National Assembly of Religious Women and other groups. Sears and the California retail firm Judy's stopped doing business with DCB under a neutrality agreement the chains agreed to sign.

Negotiations resumed in December, with a contract reached on Dec. 30.

The settlement covers workers at ACC, a laundry that pre-washes for designers and manufacturers, and other DCB contractors. Depending on the volume of work contracted for, the agreement will cover about 70 ACC laundry workers and as many as 100 workers in sewing jobs, in addition to workers at other DCB contracting shops.

The settlement also provides a minimum number of U.S. workers that must be employed — 150 by the third year of the agreement — before any production work can be exported.

ILGWU Vice President Paul Winslow said the contract was an important first step in El Paso for building an apparel industry with fair wages and benefits and winning the right to resolve grievances in an industry "with a long history of unscrupulous treatment of workers," including widespread violation of wage laws. The Labor Department, in 1990, found a pattern among El Paso apparel companies of failing to pay back wages.




Joel Salcido/El Paso Times

**Hunger strikers** at Sonia Fashions last year rallied community support for their fight to gain back pay and workplace dignity.

# Lukens Steel lays off 350 workers after strike is settled

**Coatesville, Pa.**

Two days after Steelworkers ratified a new four-year contract with Lukens Steel Inc., the company announced it was laying off 350 workers because of decreased orders.

"This is the final bitter action by Lukens to extract some retribution from these workers for their standing up for their families," said Harry Haines, president of USWA Local 1165.

Several of the people laid off played key roles in the three-month strike at Lukens' plant here, Haines said. Workers learned of the layoffs when they called in to find out when to report back to the job.

Members of the local approved the pact by a 978-95 margin Jan. 13. The new contract includes the first raise in nine years for the more than 1,300 workers.

The contract calls for an immediate average wage increase of $1 an hour, followed by increases of 50 cents an hour in each of the following three years, for a total of $2.50.

Workers currently average $12.25 an hour. Although the workers have not had a wage increase since 1982, they have received additional payments through the company's profit-sharing plan. That plan was retained.

Minimum monthly pension benefits for workers retiring after 30 years of service and before age 62 will increase from about $630 a month to $1,100 immediately and grow to $1,400 by 1995. Regular pension benefits will improve through increases in the multiplier and pay level used for computing benefits.

Union negotiators agreed to drop their insistence that the company limit subcontracting in light of the "outstanding" improvements they received in wages and pensions, said union spokesman Phil Smith.

The tentative agreement was reached Jan. 5 but voting was delayed twice by a dispute over contract language on seniority rights. The logjam broke when both sides agreed on Jan. 10 that any dispute over seniority would be submitted to an arbitrator.

Some 1,338 workers walked out Oct. 1 when the last contract expired. The company continued to operate the plant using salaried and administrative employees and temporary replacement workers.

# ECONOMY

## Jobless rate hits 7.1%; more UI benefits urged

By John R. Oravec

Nearly 300,000 workers lost their jobs in December as the nation's unemployment rate climbed to 7.1 percent, the highest level yet in the current recession. The November rate was 6.9 percent.

Adjusted for seasonal factors, the Bureau of Labor Statistics said, 8.9 million Americans were counted in its household survey as officially unemployed. Since the onset of the Bush recession in July 1990, 2.1 million workers have been added to the official jobless rolls and the unemployment rate has risen 1.7 percentage points, BLS said.

Noting that the jobless rate jumped to the highest point in six years, AFL-CIO President Lane Kirkland said it is "further proof that the recession will not go away by itself."

"The economy is locked in a vicious cycle of production cuts, job loss and reduced consumer spending," Kirkland pointed out. "Only vigorous government action will break this cycle. Congress and the president should act immediately to develop and implement a recovery program that will create jobs, repair the nation's crumbling infrastructure and get this economy moving again."

With the release of the jobless data reflecting the deteriorating employment outlook, Democratic leaders in Congress moved to press for new legislation to extend benefits further for the long-term unemployed.

Under recent legislation that President Bush reluctantly signed, workers who exhaust their initial 26 weeks of benefits are eligible for up 20 more weeks of compensation. But that coverage will expire next June 13.

An initiative proposed by House leaders Reps. Dan Rostenkowski (D-Ill.) and Thomas Downey (D-N.Y.) would extend the coverage to Oct. 3.

Earlier, Sen. Edward M. Kennedy (D-Mass.) called for further extension of the extra benefits as part of a broad economic recovery program.

But a White House spokesman said, "We have no plans to extend the unemployment benefits." Bush had blocked two earlier efforts by congressional Democrats to extend benefits.

Only 3.6 million of the jobless were drawing regular benefits in mid-December, according to the Labor Department. That left more than 5 million jobless locked out of the UI system.

Some 950,000 workers filed claims in the week of Dec. 21 under the new extended benefits program, the Labor Department said. California had the largest number of claims, 96,500, followed by Illinois, 75,300; Pennsylvania, 61,800; Florida, 55,500; and Massachusetts, 51,000.

Besides the 8.9 million jobless in December, 1.1 million discouraged workers have given up the futile search for jobs and 6.3 million others were in part-time jobs because of the lack of full-time work, said AFL-CIO chief economist Rudy Oswald. That means that 16.3 million Americans are trapped in partial or total unemployment, Oswald pointed out.

Nearly all of the increase in unemployment last month was among workers who lost jobs; and most of those had no expectation of being called back, BLS said.

Long-term unemployment, accounting for workers jobless 15 weeks and longer, rose by 220,000 in December. One of every three jobless workers was in that category last month, BLS said, compared with one in five at the onset of the recession.

Included in that group were 1.5 million workers unemployed more than a half-year.

The nation's goods-producing sector continues to be the hardest hit by the recession with an aggregate jobless rate of 9.2 percent. By industry, the jobless rates were 16.3 percent in construction, 8.2 percent in mining, and 7.2 in manufacturing.

But the service-sector jobless rate rose sharply to 6.6 percent in December, particularly in the airline transportation sector with the collapse of Pan Am World, Midway Airlines and Midway Commuter.

The BLS said its payroll survey showed a gain of 30,000 jobs in December, compared with 265,000 payroll jobs lost in November. Last month, government payrolls increased by 65,000, but private industry payrolls dropped by 35,000.

Nine major states reported jobless rates at or above the national average in December: Illinois, 9.3 percent; Michigan, 9.1 percent; Massachusetts, 8.4 percent; New York, 8.1 percent; California, 7.7 percent; Florida and New Jersey at 7.4 percent; and Pennsylvania and Texas at 7.1 percent.

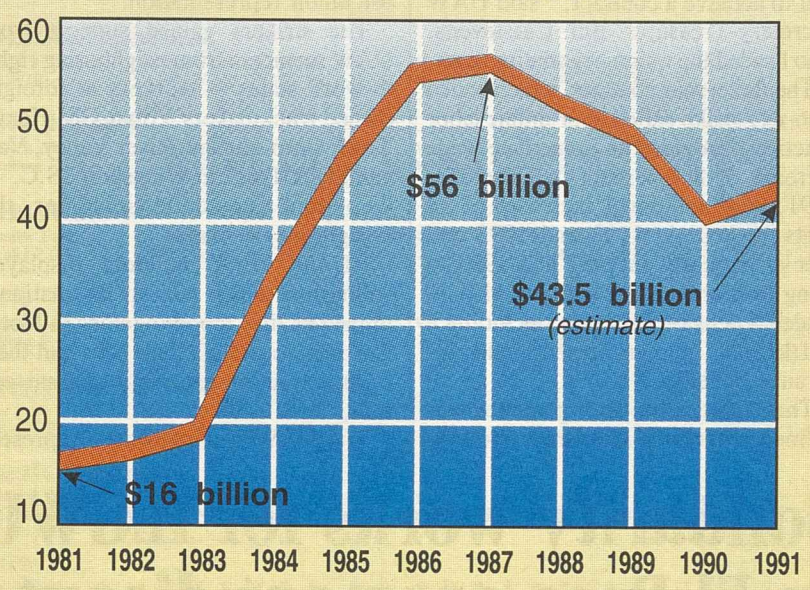
Posting rates below the national average were Ohio, 6.6 percent, and North Carolina, 5.7 percent.

## Significant statistics

an AFL-CIO Newsgrafic

### Trade deficit with Japan

*In billions of dollars, 1981 - 1991*




The U.S. "free-trade" policies of the 1980s have produced a quagmire of red ink and caused the loss of millions of good-paying U.S. factory jobs. The nation has sunk deeper into the current account deficit even though the merchandize trade gap narrowed a bit toward the end of the decade. The deficit with Japan continues as the highest with any trading nation. America's shortfall in trade with Japan soared from $16 billion in 1981 to $56 billion in 1987 before easing to $41 billion in 1990. But at the 1991 pace, the deficit for the year is expected to climb back up to $43.5 billion.

| | |
|---|---|
| **Unemployment** | **7.1%** |
| December | 8.9 million |
| **Initial UI Claims** | |
| **Week ended Dec. 28** | |
| (Actual) | 642,900 |
| (Seasonally adjusted) | 458,000 |
| **Construction Spending** | **$406 billion** |
| November | -0.6% |
| **Leading Indicators** | **145.1** |
| November | -0.3% |
| **Factory Orders** | **$245 billion** |
| November | +0.6% |
| **Industrial Production** | |
| December | -0.4% |
| **Retail Sales** | |
| December | -0.4% |
| 1991 | +0.7% |

## Bieber: Japan's promises won't halt job loss, deficit

By James B. Parks

Auto workers will be worse off because President Bush failed to negotiate a reduction of the U.S. trade deficit with Japan during his recent Asian trip, the UAW says.

"It's clear that all the trip achieved was promises, promises, promises," said UAW President Owen Bieber. "Frankly, even if the promises are carried out, they won't halt the continuing job losses in America due to Japan's predatory trade practices," he added.

Bieber had urged Bush to press the Japanese government to lower the number of fully built-up imports coming into the United States to 800,000 cars per year, down from the current level of 1.8 million.

The AFL-CIO and the UAW support the Trade Enhancement Act of 1992, which would require Japan to reduce its trade deficit with the United States by 20 percent per year for five years or face retaliatory U.S. measures. Under that proposal, a limit could be placed on sales by Japanese transplant facilities unless they significantly increase the parts they purchase from traditional American suppliers, Bieber said.

Japan's voluntary agreement to allow the Big Three auto makers to sell 20,000 more cars in Japan by 1994 is equivalent to less than one month's output for just one U.S. assembly plant, Bieber said. Even if that goal is reached, it would mean less than 40,000 cars sold in a market of 5 million to 6 million.

"That's not going to create much in the way of jobs here, nor will it do much to lower our trade deficit," he said.

The Japanese pledge to increase purchases of U.S. auto parts to $19 billion by 1994 won't help either, he said, because the parts will go largely into expanded production by Japanese transplant facilities in the United States. Since the cars they produce already include a high value of imported parts, the trade deficit could worsen as transplant production increases, Bieber warned.

The trade deficit's effects were being felt throughout the auto industry. General Motors announced the layoffs of some 74,000 employees, including 54,000 hourly workers, and the shutdown of 21 unspecified plants by 1995. The new year began with the Big Three temporarily closing 29 assembly plants and laying off nearly 75,000 workers because of slow dealer orders.

Although the auto makers routinely shut down plants to bring production in line with orders, the number of layoffs this year were 12,500 higher than the first week of 1991.

The layoffs come at a time when the companies are exporting jobs even as they complain about a lack of access to foreign markets. The Detroit News reported that GM now employs 55,000 workers in auto plants in Mexico, about the same number of hourly employees it plans to lay off.

GM, already the largest private employer in Mexico, has announced plans for further expansion in Mexico, AFL-CIO trade specialist Mark Anderson notes.

Similarly, the engines for Chrysler's Plymouth Voyager are made in Japan and Ford produces cars for the Canadian market in Taiwan, instead of next door in Detroit, the UAW has noted.

### *Executive privilege*

For all the Bush administration's publicity promoting U.S. auto sales in Japan, the privileged parking area for White House executives is something else.

A random check by a Boston Globe reporter showed that about two-thirds of the autos were foreign-made. Of the 63 vehicles in the lot, 39 were imports. Most were late-model Nissans, Hondas and Mazdas, along with some Volvos, Jaguars and Mercedes-Benzes.

## Newsmakers

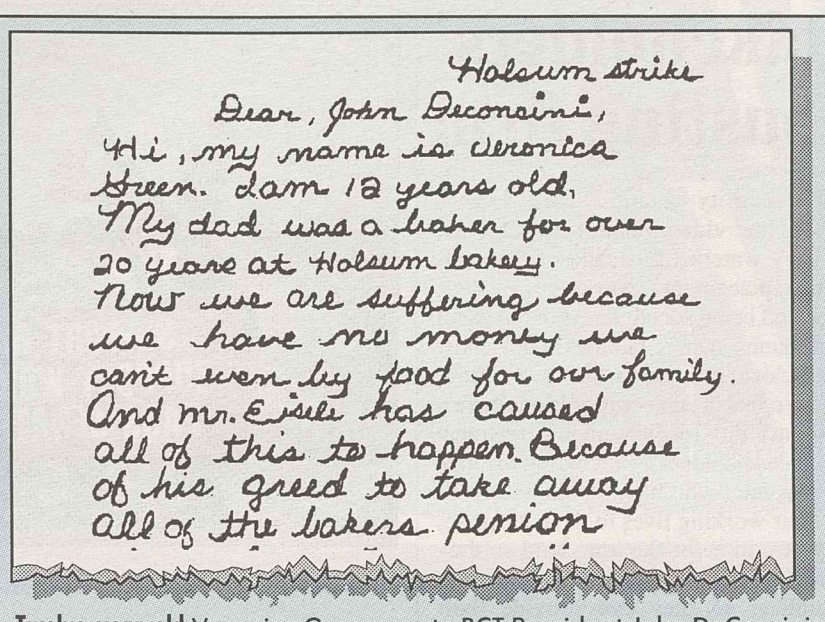
**Ron Carey** was expected to be officially certified as the winner of the Teamsters presidential election this week following a denial by federal election officer **Michael Holland** of a protest filed by candidate **R.V. Durham.** Carey, who led most of his slate to victory in the vote by the membership in December, is expected to be inaugurated around the first of February.

Postmaster General **Anthony M. Frank** has announced his resignation, effective Feb. 28. ''On behalf of postal workers throughout the country, I can only say we asked for Mr. Frank's resignation nearly two years ago,'' said Postal Workers President **Moe Biller.** ''We can only say the USPS is worse off today than it was before he took over.'' Frank plans to become chairman of Acrogen Inc., a biotechnology company he helped found in 1987. He had served since March 1988.

In another move back to whence he came, Assistant Secretary of Labor for Occupational Safety and Health **Gerard F. Scannell** left that post Jan. 17 to return to Johnson and Johnson Co. as a vice president. Deputy OSHA Administrator **Dorothy Strunk** was named acting administrator in place of Scannell, who had been at OSHA since 1989. Of the departure, AFL-CIO Director of Occupational Safety and Health **Peg Seminario** said: ''We're sorry to see him go. Gerry brought a sense of commitment and dedication the agency sorely needed. The motivation and philosophy behind his programs was one, we believed, of protecting the safety and health of workers.''

**Stephen Coyle,** currently director of the Boston Redevelopment Authority, has been selected as the new head of the AFL-CIO Pension Investment Program, with responsibility for the federation's Housing Investment Trust and the policy development committee of the Building Investment Trust. Coyle replaces **Floyd H. Hyde,** who retired.

International Longshoremen's Association President **John Bowers** recently presented an $11,000 check to **Monsignor Edward M. O'Brien** for the school of Guardian Angel Church in Manhattan, considered the parish of ILA waterfront workers. The ILA raised the money at a golf tournament during its 1991 convention.



Holsum strike

Dear, John Deconcini,
Hi, my name is Veronica
Green. I am 12 years old.
My dad was a baker for over
20 years at Holsum bakery.
Now we are suffering because
we have no money we
can't even by food for our family.
And mr. Eisele has caused
all of this to happen. Because
of his greed to take away
all of the bakers pension

**Twelve-year-old** Veronica Green wrote BCT President John DeConcini about the hardships her family faced when her father was "permanently replaced."

## *Young leafleteer threatened*

A 12-year-old junior high school student was threatened with arrest as she passed out boycott leaflets to her classmates to help her dad get his job back.

Veronica Green, a student at Desert Sands Junior High School in Phoenix, said a regular police officer at her school told her she could be arrested if she did not stop leafleting.

Vernon Green, Veronica's father, was ''permanently replaced'' along with 80 other members of the Bakery, Confectionery and Tobacco Workers who were forced on strike by Holsum Bakery in June 1991. Despite an unconditional offer to return to work by the union, Holsum will not allow the workers to return to their jobs. Green has been employed by the company for 20 years.

In her handbill, Veronica wrote, ''Hi. My name is Veronica Green...My Dad and other people work in Holsum Baking Co. But my Dad and other people are on strike. The owner Ed wants to take the pension plan away... Please help get my Dad's job back. Don't buy Holsum Bread. Thank you.''

Earlier, Veronica had written a letter to BCT President John DeConcini describing the hardship the family was facing because her father was ''permanently replaced.''

Debbie Green, Veronica's mother, said her daughter's constitutional rights were violated when she was stopped from leafleting, and has formed the Holsum Bakers for Civil Liberties, a watchdog group that will challenge threats to civil liberties during the Holsum dispute.

## Resources

### CONVENTION

The founding convention of the AFL-CIO's **Asian Pacific American Labor Alliance** will be held April 30 through May 2 at the Hyatt Regency Capitol Hill in Washington. APALA plans to establish its national headquarters in Washington with local chapters throughout the country. Any active or retired union member in good standing who supports the goals of APALA is encouraged to attend. Delegate applications are due by March 1. For more information, contact Tony Sarmiento at the AFL-CIO Department of Education at 202/637-5144.

### CONFERENCE

The University of Michigan's Labor Studies Center will sponsor its 1992 **Black Men in Unions Institute** Feb. 13-16 at the Sheraton Southfield Hotel in Southfield, Mich. Pre-registration is encouraged because enrollment is limited. Send a check for $180 by Feb. 3 to the Labor Studies Center, University of Michigan, 303 Victor Vaughan Building, 1111 E. Catherine, Ann Arbor, Mich. 48109-2054.

### VIDEOS

The Labor Institute of Public Affairs has two videos from the 1991 AFL-CIO Convention **Candidates Forum.** The AFL-CIO Candidates Forum-Complete, at an hour and 45 minutes, and the AFL-CIO Candidates Forum-Edited, at 54 minutes, cost $10 each. The order numbers are LVBS020 and LVBS020A, respectively. Contact LIPA, 815 16th St. N.W., Washington, D.C. 20006.

AFL-CIO 1991 **Convention Roll-Ins** are available from LIPA. The roll-ins are brief videos on subjects such as health care reform, work and family, solidarity across borders, workplace safety, civil rights, etc. Copies are $10 each. Contact LIPA, 815 16th St. N.W., Washington, D.C. 20006.

# Coalition seeks to refocus 'war on drugs'

A coalition of national organizations representing labor, health, civil and women's rights, child welfare, religion and consumers met Jan. 13 to craft an alternative drug policy aimed at refocusing the ideology and funding priorities of the administration's ''war on drugs.''

The meeting, hosted by the AFL-CIO, was designed to develop a consensus for action based on principles of public health and social justice, said Joseph Velasquez, director of the AFL-CIO Department of Community Services.

While Congress has boosted anti-drug appropriations from $5.7 billion in 1989 to $11 billion in 1991, 70 percent of the funding is targeted to drug interdiction and enforcement with only 30 percent going for prevention, education and treatment.

''We must focus on a public health policy approach because the current strategy of drug interdiction and enforcement aren't working,'' said Ellen Weber, legislative counsel for the Legal Action Center. ''This strategy fails to recognize that people with drug and alcohol problems respond to treatment, not punitive measures.''

Moreover, punitive policies ignore the factors that contribute to the appeal of drugs — from pervasive corporate promotion of alcohol use to the violence and despair that pervade life in many communities that lack job opportunities, adequate housing and access to quality health care, she added.

Alcohol, deemed as the nation's most used and misused drug by public health professionals, has been excluded from the administration's ''war on drugs.'' Also overlooked is the problem of rampant unemployment among black youth, who often turn to the drug trade in despair, said AFL-CIO Civil Rights Director Richard Womack.

The national drug policy also should discourage the use of drug testing as a replacement for comprehensive employee assistance programs, said Christine Lubinski, director of public policy for the National Council on Alcoholism and Drug Dependence.

Other organizations represented included the National Governors Association, American Foundation for AIDS Research, Association of Maternal and Child Health Programs, American Public Health Association, Catholic Charities, and the National Association of Alcoholism and Drug Abuse Counselors.

Steve Yarmola/AFL-CIO News

**Participants** in an AFL-CIO conference on drug abuse included (from left): Ellen Weber of the Legal Action Center, Christine Lubinski of the National Council on Alcoholism and Drug Dependence and AFL-CIO Community Services Director Joseph Velasquez.

## *Labor observes holiday for King*

Organized labor will celebrate the anniversary of Martin Luther King Jr.'s birthday Jan. 20 with marches, rallies and ceremonies around the country, including a national march in downtown Atlanta.

AFL-CIO President Lane Kirkland said King holds a special place with America's union members ''because his life's work both inspired and paralleled labor's struggle to remove discrimination from the workplace.''

''Today, Dr. King's legacy is evident wherever working people rise to their feet and demand their fundamental rights. From the crumbled Iron Curtain to the townships of South Africa to Tiananmen Square, Dr. King's nonviolent methods have been a model for people seeking freedom and justice,'' Kirkland said.

The labor movement observes King's birthday, Kirkland said, ''with an eye toward his goal of extending democracy as far as it will go.''

# Ravenswood 'stakeholders' take on union-busting firm

Striking workers at Ravenswood Aluminum Corp., whose stake in the company was earned through a life of labor, have called the first annual RAC stakeholders meeting to discuss with other stakeholders in the community the failures of the company.

The three-hour meeting is scheduled for Jan. 22 in Charleston, W. Va., about an hour's drive from the site where 1,700 Steelworkers were locked out and "permanently replaced" in November 1990.

"Stakeholders own no stock in the company, but they have made significant contributions to its success, and their well-being is directly tied to the company's fortunes, good and bad," said Steelworkers Vice President George Becker.

"RAC stakeholders include the 1,700 USWA members locked out of their jobs more than 14 months ago, small businesses, customers, suppliers, community and religious groups and others whose futures are linked to RAC."

For the past year, locked-out workers have walked the picket line outside the plant, now called Fort RAC and described as a secure fortress complete with security guards, barbed wire fences and video monitoring cameras.

They watched busloads of "permanent replacement" workers take their jobs and bring social unrest to the small community, where families and friends, once close, now pass without speaking.

"We feel . . . that corporations have a responsibility for fair and just treatment of all stakeholders — including the men and women who have given nearly all of their working lives to the enterprise, who are in it for the long haul so they can raise their families in stable communities, so they can provide their children with the educational opportunities they need to survive and prosper in an increasingly competitive global economy," said Becker.

The AFL-CIO has established a strategic fund to aid the workers and has assigned the dispute to its Strategic Approaches Committee. Various unions have sent support to Fort Unity, the union encampment outside the plant.

"The USWA is committed to bring this lockout to a fair and just conclusion that will assure long-term economic stability to Ravenswood and the entire Ohio Valley," said Becker.

# 'Hibbing 7' reinstated with back pay

**Hibbing, Minn.**

After four years of legal battles, seven union members won back their jobs as the American Linen Supply Co. agreed to comply with court orders to reinstate the workers.

The seven women, Food and Commercial Workers Local 1116 members known as the "Hibbing 7," were "permanently replaced" in 1987 after being forced on strike over pension benefits.

The strike is thought to be the longest in Minnesota history and ranks with the UAW's Kohler strike in Wisconsin in the 1950s as among the longest in U.S. history.

Three of the women participated in a floor demonstration at the 1991 AFL-CIO convention in Detroit to show the pressing need to pass S. 55, the Workplace Fairness bill.

The company will send reinstatement letters to the seven women, pay them back pay and renew negotiations with the union.

Jim Arnold/HERE

**Volunteers** join Frontier strikers in desert march.

# Frontier strikers march across desert for justice

**Continued from Page 1**

The House version, H.R. 5, was passed overwhelmingly last July.

AFL-CIO President Lane Kirkland, in a telephone conversation with the Frontier marchers on Jan. 13, pledged the federation's support "in your fight for a decent contract. We also thank you for bringing attention to how important it is to pass S. 55."

More than 40 unions also sent messages of support to the workers.

"Your fight is the fight of all working people," said Allied Industrial Workers President Nick Serraglio. "Your struggle dramatizes the failure of the nation's labor laws to protect the rights of American workers who seek to gain fairness at the bargaining table, and again points up the need to pass the Workplace Fairness bill."

The marchers also were cheered by Sen. Howard Metzenbaum (D-Ohio), co-sponsor of S. 55. "I fully support your courageous struggle for fair treatment," he said in a message to the casino workers. "Marching 300 miles for workplace justice should send a clear message."

Grass-roots efforts by unionists on behalf of S. 55 have resulted in more than 150,000 postcards being sent to the Senate. In addition, local unionists cornered their senators during the holiday recess for one-on-one sessions and town meetings.

And clergy members from 12 states also have lent their support.

"We are convinced that the collective bargaining process is fundamental for attaining economic justice in America," said a statement by the Board of Directors of the Louisiana Interchurch Conference, which "affirmed the right of employees to form unions, in order to engage in collective bargaining and to attain fairness in the workplace."

# INSIDE

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AFL-CIO NEWS

**1** ***Labor urges leadership on health care reform***
Instead of providing leadership for health care reform, the Bush administration is suggesting timid experiments and more studies, the AFL-CIO charges.

**2** ***Kirkland: Public works needed for economy***
AFL-CIO President Lane Kirkland urges Congress to prime the nation's economic pumps by adopting a program to rebuild America's decaying infrastructure.

**3** ***N.C. gets 90 days to fix safety plan***
The Labor Department gave North Carolina 90 days to correct deficiencies in its safety and health program or lose control of the plan to the federal government.

**4** ***Supreme Court allows expanded drug tests***
The U.S. Supreme Court let stand a lower court ruling that some judges say could be used to require drug testing for all persons who apply for government jobs.

**9** ***Unions at two plants sign first contracts***
About 1,800 UFCW members at National Beef in Liberal, Kan., and more than 1,000 UAW members at Freightliner Corp. in Mount Holly, N.C., gain first contracts.

**10** ***Jobless rate, at 7.1%, highest in six years***
The Grinch stole Christmas for many workers as unemployment grew by 300,000 in December. The rise sparked a call in Congress for additional benefits for the jobless.

UNION YES

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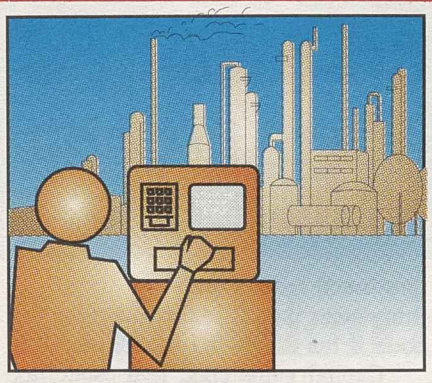


**No one can blame** American workers for U.S. trade and economic malaise, AFL-CIO President Lane Kirkland argues, because they remain the most productive in the world. **Point of View, Page 2.**


# AFL-CIO NEWS

VOLUME 37, NUMBER 3 FEBRUARY 3, 1992


# Bush message offers 'same old formula'

By Mike Hall

President Bush's vision for America continues to reside in tax breaks and advantages for the nation's wealthiest citizens, the AFL-CIO said in expressing disappointment at the president's State of the Union address.

Under the Bush plan, the vast majority of Americans would simply be offered about $1 a day of the money the government already owes them in tax refunds, the federation pointed out.

The president's approach to health care reform, trade and workplace safety and health is a reiteration of the anti-worker and pro-business stance held by the White House for the past 12 years.

To pay for the proposed tax breaks for businesses and wealthy individuals, Bush targeted 330 social programs for elimination or drastic cutbacks. And while he announced some defense cuts, it was only half the amount many Democrats have proposed.

Bush sought to wring additional money out of federal employees, proposing to increase the employee contribution to one federal retirement fund from 7 percent of annual salaries to 9 percent by 1994. His budget proposal, released the day after his speech, also called for a delay in next year's pay raise for federal workers.

In a speech designed more to placate worried Republican conservatives and set the tone for the president's reelection campaign, Bush "unveiled another version of the same old formula of tax cuts for the well-heeled," the AFL-CIO said.

"His so-called growth package shows that his administration has not grown at all since the Reagan-era policies that got the country into this mess in the first place," the federation said.

Bush, who waited 19 months into the recession before he acknowledged it and then asked the American people to wait even longer before he outlined any type of solution, challenged Congress to implement his entire economic program by March 20, even though it does little to address major and immediate problems such as job loss.

One out of five, or 20 percent, of all American workers were unemployed for part or all of last year, studies have shown. Yet the president's speech said little about job creation through any-

**Continued on Page 2**

Lee Beard/West Virginia AFL-CIO

**A huge marionette** of legendary union organizer Mary Harris "Mother" Jones is greeted with applause by a throng of Ravenswood Aluminum Corp. stakeholders during a meeting in Charleston, W.Va.

# RAC stakeholders get community support

By Muriel H. Cooper

West Virginia Gov. Gaston Caperton offered to help mediate the 14-month-old dispute between the Steelworkers and Ravenswood Aluminum Corp. USWA District 23 Director Jim Bowen quickly accepted. The company did not.

The offer came in Charleston Jan. 22 during a RAC stakeholders meeting called by the Steelworkers to challenge the company's attitude toward its workers and the community. RAC locked out and "permanently replaced" 1,700 Steelworkers with scabs in November 1990.

"I can tell you that whenever there's an opportunity to talk things out, Jim Bowen and the Steelworkers have been there," said Gov. Caperton. "But I'm sad to say I haven't had that success with the company.

"I wish I could tell you as governor I could wave a magic wand and end all the pain and suffering that is going on," he said. "All I can tell you is I will never give up trying to get the parties together."

The National Labor Relations Board has filed charges of unfair labor practices against the company, but the NLRB process and the ensuing appeals could take years.

The union, backed by the AFL-CIO's Strategic Approaches Committee, is proceeding with a multi-faceted corporate campaign against the company.

The stakeholders meeting, which lasted three-and-a-half hours, was designed to bring together those who had contributed to RAC's success at the expense of their well-being. Some 4,000 Steelworkers, their families and supporters crammed into the Charleston Civic Center to hear testimony from workers, businessmen and clergy about the hardships of their struggles.

Marge Flanigan, wife of one of the strikers, said the dispute has destroyed marriages, friendships, families and churches. Foodland Grocery Store owner Jerry Carpenter said his business is hurting because the former workers

**Continued on Page 9**

# 'Worst fears' realized in GATT draft

By John R. Oravec

The United States should reject the so-called GATT "final act" that threatens to destroy the jobs of American workers and entire industries, a federally appointed labor committee on foreign trade advised.

Religious, farmer, consumer and environmental groups also joined in opposing adoption of the revised General Agreement on Tariffs and Trade that is now under consideration by international trade ministers in Geneva.

AFL-CIO Secretary-Treasurer Thomas R. Donahue spelled out labor's apprehensions about the GATT proposal in a letter to U.S. Trade Representative Carla Hills.

If implemented, Donahue warned Hills, it "would result in layoffs, increased unemployment, a further weakening of this country's industrial base, and a serious loss of the ability of the Congress and state legislatures to regulate economic activity."

Donahue branded the Uruguay Round proposal drafted by GATT Director General Arthur Dunkel "a bad agreement."

The Dunkel draft is not just another trade accord, Donahue stressed. Rather, it amounts to an attempt by an international body to substitute the judgment of national and local officials over a wide range of matters.

"We believe that this document poses an extremely serious threat to the interests of the United States," Donahue wrote, "and brings into question the continued ability of the people of this country — through their elected representatives at the federal, state and local level — to enact laws and promulgate regulations that promote economic

**Continued on Page 8**

# POINT OF VIEW

*"When American workers are maligned, they certainly deserve more than silence from the president of the United States."*

## *Defending the world's best workers*

**By Lane Kirkland**

When a senior Japanese politician blamed America's economic and trade problems on U.S. workers, President Bush was handed a perfect opportunity to recover some of the public relations ground he had lost on his recent, ill-fated trip to Tokyo.

Once again, however, he dropped the ball.

What Yoshio Sakurauchi, the Speaker of Japan's lower house of Parliament, was reported to have said is "the source of the problem is the inferior quality of U.S. labor," that "U.S. workers are too lazy" and that "they want high pay without working." He was also quoted as saying that 30 percent of the American workforce "cannot even read."

Although we are told that such comments appear often in Japanese industry magazines and other publications, they bear no resemblance to the truth, which is that the average American worker — by all measures and accounts — is the most productive in the world.

Measured by Gross Domestic Product per employed person, Japanese workers produce, on average, only 77 percent as much as their American counterparts, despite the fact that they work 15 percent more hours per year.

While it is true that Japan's productivity has **grown** faster over the past few decades, they've had a lot of catching up to do. And since the 1982 recession, the United States has done well even by this measure, with our productivity growing 37 percent to Japan's 38 percent. Meanwhile, the absolute level of worker productivity remains substantially higher in the United States.

And despite Japanese complaints about American wages, the facts show that unit labor costs in U.S. manufacturing actually **decreased** slightly in the second half of the past decade, while that of Japan rose 63 percent.

Although it's nothing to brag about, U.S. manufacturing workers are now paid less than those in a dozen other industrialized countries, whose international "competitiveness" nevertheless exceeds our own. **See charts on Page 10.**

Can it be that "competitiveness" is not measured by labor cost and efficiency, but by the prowess of other countries in pursuing and defending market share through — dare I say it — mercantilism?

Needless to say, claims of a 30 percent illiteracy rate in the United States are wholly without foundation. The real illiteracy rate is less than 5 percent.

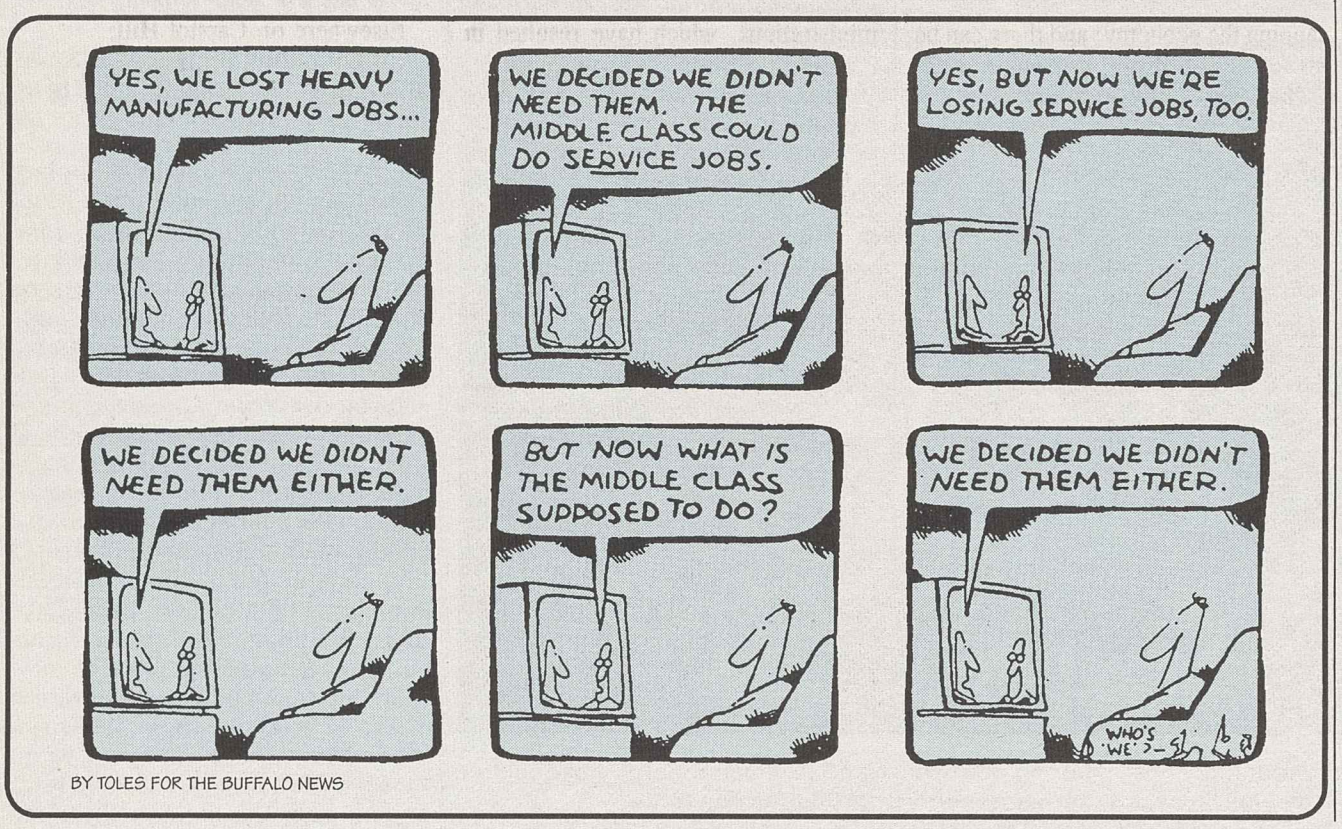
The fact of the matter is the working men and women of America have borne the brunt of the sacrifices that our business and government leaders have decreed were necessary to make America more competitive in the global marketplace. Business leaders, on the other hand, have arranged to shelter themselves very cozily from the harsh winds of competition.

So when American workers are maligned, as they were by one of Japan's most senior politicians, they certainly deserve more than silence from the president of the United States, especially one who campaigned for the office while wrapped in the American flag and loudly promising to defend American values at home and throughout the world.

In this case, when the available evidence so clearly refutes the Japanese statements concerning the productivity of American workers, it would have been easy for the president to live up to this promise.

His failure to do so may indicate his concurrence with what has been said or his reluctance to challenge the Japanese big shots on his Rolodex. Why doesn't he just say so?

In either case, working American men and women deserve better.




# Bush address offers tax cuts to well-heeled

**Continued from Page 1**

thing other than "fiddling with the tax code," the AFL-CIO said.

"Capital gains cuts, real estate tax breaks, and the investment tax credit won't provide immediate relief for the unemployed or provide needed investment for America's infrastructure, education or future," the federation statement continued.

Covering up his yearlong opposition to AFL-CIO-backed legislation to extend unemployment benefits to people who had exhausted their 26 weeks of state benefits, Bush embraced legislation to extend that program through July of this year, which was approved by a House committee earlier in the day. **See story, Page 3.**

He also claimed credit for the one major piece of jobs legislation passed last year, the Surface Transportation Act, which for much of 1991 was under the cloud of a presidential veto threat. The AFL-CIO and affiliated unions spent months of intense effort last year working with Congress to shape that legislation, which is expected to create as many as 2 million jobs over the next five years.

The Government Employees were outraged at continued scapegoating of federal employers, saying the budget shows "how low the President will go to get re-elected." President John N. Sturdivant of AFGE said the administration was "playing games with scheduled pay raises and disguising new taxes on elderly workers as contributions to their retirement."

### Capital gains redux

The twin cornerstones of the president's tax package were a call for a reduction of the capital gains tax and a change in the withholding schedule. The former cut would most benefit wealthy Americans with large tax savings, while the latter would do nothing to reduce taxes for the average worker.

The change in the withholding schedule would give the average worker about $1 more a day, although the taxes owed the government wouldn't change. The difference would be made up at tax time next year with either a smaller refund or a higher tax bill.

While the president claimed a capital gains cut mostly would benefit families making less than $50,000 a year, House Speaker Thomas Foley (D-Wash.), in the Democratic response to Bush's speech, pointed out that as much as 75 percent of the financial benefit would go to the wealthy.

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# LEGISLATION

## Bush vision built on 'same old formula'

**Continued from Page 2**

Bush's other main tax points — changes in the minimum alternative tax, the passive-loss rule and the creation of an investment tax allowance — basically are attempts to re-open tax loopholes and shelters narrowed under previous regulations and legislation.

### Gimmicks on housing

Bush's call for a $5,000 tax credit for first-time home buyers, spread over two-years, is a gimmick that is not nearly as effective in spurring home construction and helping families than current proposed legislation (H.R. 4073) backed by the AFL-CIO, said federation Legislative Director Robert M. McGlotten.

The president's proposal assumes a family has the cash needed to meet down payments and closing costs, since they would not receive the $2,500-a-year tax credit until they filed their taxes each year, McGlotten explained.

H.R. 4073 provides "down payment assistance and interest rate buy down...that would be targeted to moderate income families buying modest homes," said McGlotten. "The home buyer would receive (the help) at time of settlement. This is far preferable to the administration's tax credit," McGlotten said.

The legislation also would provide for low- and moderate-income housing construction, public housing, help for the homeless and other much needed programs, including the creation of some 550,000 jobs. The president did not address those issues in his speech.

### Health care questions

While pointing out that Americans are now paying some $800 billion a year for health care, the president offered no solutions of his own. The AFL-CIO has pointed out on many occasions that the most costly approach to health care is to do nothing.

The president attacked legislation marked up by the Senate Labor and Human Resources Committee (S. 1227), the so-called "play or pay" bill, while offering nothing in its stead. That legislation would provide access to health care for all Americans, including the 37 million without any form of health insurance, and also includes cost containment proposals.

"To a nation in dire need of comprehensive health care reform, the president gave no indication that he would offer anything other than a tentative, Band-Aid approach that would not effectively address the crisis," the AFL-CIO said.

"The soaring cost of health care is sapping the economy, and there can be no lasting recovery without a comprehensive solution to control costs and expand access to every American."

> *"To a nation in dire need of comprehensive health care reform, the president gave no indication that he would offer anything other than a tentataive, Band-Aid approach that would not effectively address the crisis."*

### Moratorium on safety

The Bush brand of activism translates into the declaration of a 90-day moratorium on any new regulation "that could hinder growth." While he did not outline what that meant, it could mean a serious health and safety problem for American workers, the AFL-CIO said.

Twelve final standards and a number of proposed rules are ready to be implemented by OSHA during the next 90 days, AFL-CIO Occupational Safety and Health Director Peg Seminario pointed out. These include final rules on cadmium, formaldehyde and enclosed space entry, all of which have huge detrimental impact on worker safety and health. OSHA also has announced its intention to set an ergonomic standard to prevent repetitive strain injuries.

"Many of these regulations are already years overdue, largely as a result of interference by the White House Office of Management and Budget," Seminario said.

"The moratorium will cause further delay and result in more workplace injuries and illness," she said.

### Education fallacies

The Teachers termed the Bush education proposals a "totally inadequate response to the overwhelming problems faced by America's children." The AFT noted the repetition of the Bush position on vouchers — which would undercut the public school system on which working people rely — and said the "administration appears able to sing only from the hymn book of vouchers and choice while the rest of the country is demanding more thoughtful action."

### Exporting jobs

Bush vowed to continue the failed trade policies of the Reagan-Bush administrations, which have resulted in the export of hundreds of thousands of U.S. jobs and the destruction of a large parts of the nation's industrial base. His proposed North American Free Trade Agreement would result in even more American jobs lost as U.S. firms move to Mexico to take advantage of low wages and relaxed environmental and safety regulations.

"Any economic recovery program ought to include a recognition that current trade policies are exporting America's jobs and industrial base," the AFL-CIO said. "If the president's goal is to generate consumer spending, what good does that do if the spending is not for domestic goods and services which put Americans to work?"

## House panel approves jobless benefit bill

The House Ways and Means Committee approved a compromise bill on extended unemployment benefits for long-term jobless workers, offering 13 weeks of extended benefits until July 4.

The measure would pump a badly needed $2.7 billion into the economy while aiding the jobless. It would be financed primarily through savings from the "pay-as-you-go" budget agreement, with an additional $600 million coming from a temporary increase in business tax payments from 94 percent to 95 percent of the total. The current law expires June 13.

The committee approval came after the AFL-CIO urged quick action on the bill while pointing out that it was "another temporary Band-Aid" for a system that cries out for reform.

AFL-CIO Legislative Representative William Cunningham told a House Ways and Means subcommittee that the federation supported the bill, but said the emergency federal UI program only highlights the flaws in a system that cries out for reform.

For the long run, Cunningham said, "The system must be reformed." Noting that only 37 percent of the nation's unemployed get any UI benefits at all, he said "coverage should be expanded by removing the many criteria used to disqualify workers. The recommendations of the 1980 Commission on Unemployment Compensation should be enacted, including raising the maximum benefit to two-thirds of the state average weekly wage."

While extending unemployment benefits is "an essential first step in the nation's anti-recession economic recovery program, the current UI system has failed to meet its primary goal of providing benefits to the unemployed and providing an effective countercylical stimulus," Cunningham said.

The original measure, sponsored by Ways and Means Chairman Dan Rostenkowski (D-Ill.) and Rep. Thomas J. Downey (D-N.Y.), would have cost $4.5 billion and expired Oct. 3. It would have required an emergency declaration by President Bush to release the funds under the budget agreement.

Downey said his human resources subcommittee will conduct hearings later this year on other unemployment-related issues. Rostenkowski said the extension "is the least we in government can do for unemployed workers who need these benefits to survive and pay their bills until a more comprehensive economic package can be passed in the next few months."

Cunningham said the Labor Department reported that 2.8 million jobless workers exhausted their UI benefits in the 12 months ending in mid-1991. "AFL-CIO economists estimate that there will be at least 3 million workers exhausting their UI benefits in 1992 and another 2.5 million exhausting their benefits in 1993," he said.

Also testifying were Richard W. McHugh, associate general counsel for the UAW, and several unemployed workers, including Lee Abramson, member of Clothing and Textile Workers Local 88.

## Capitol Digest

The Senate overwhelmingly passed a sweeping education bill, S. 2, after successfully turning back several White House attempts to give tax dollars to private schools. President Bush, in his State of the Union address following the Senate action, however, called for approval of similar "voucher" proposals when the House takes up its version of the bill.

"The Senate has sent a loud message to private school proponents that Congress is not in the business of using federal funds to support private schools" said Teachers President Al Shanker. "What we need to concentrate on are proposals that help us work together to bring about improved results for all our students, not measures that further divide us," he added.

While the president pressed for aid to private schools, S. 2 will channel most funds through local school districts, with at least 75 percent of the funds earmarked for schools with high poverty levels and low achievement.

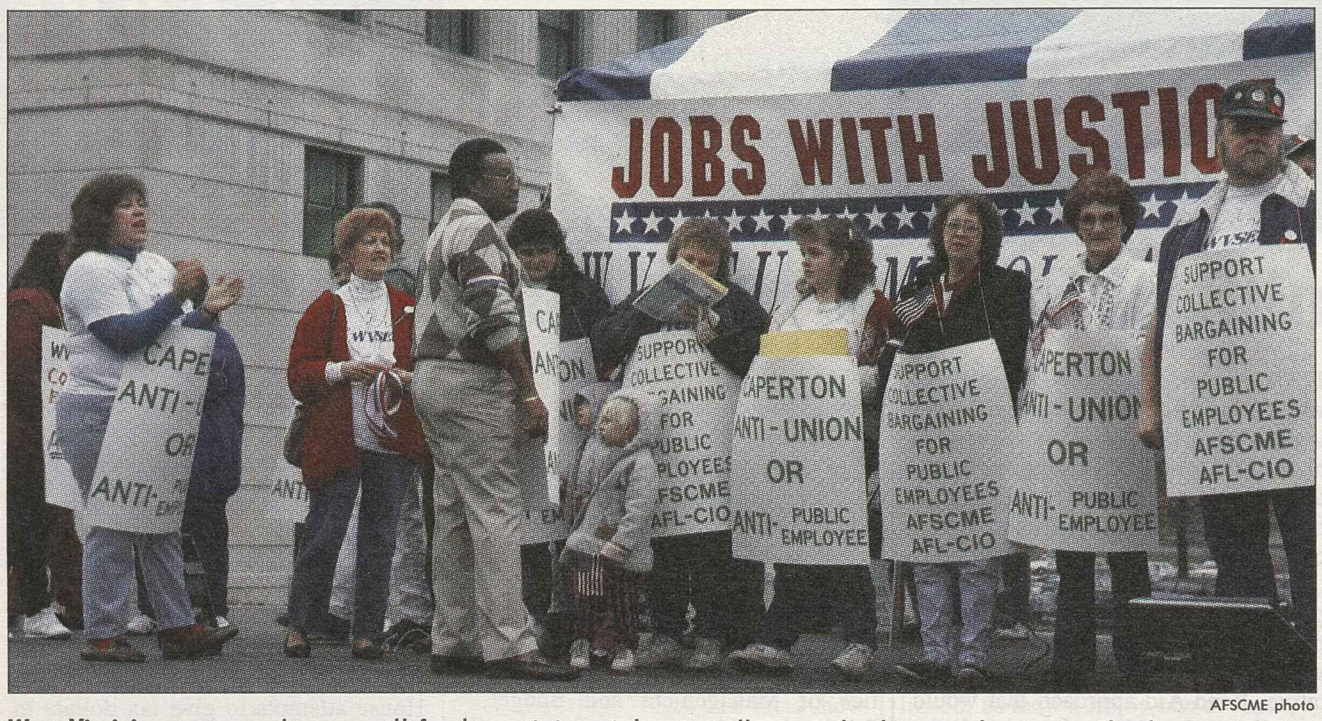
Elsewhere on Capitol Hill:

**FRINGE BENEFITS** — The House Ways and Means Committee held hearings on several tax credit provisions set to expire in June, including employee tax exemptions for education benefits and pre-paid legal services. The AFL-CIO is backing House and Senate bills to permanently extend these provisions.

**GATT** — House and Senate members were urged to reject a proposed revision of the General Agreement on Tariffs and Trade now being considered by U.S. Trade Representative Carla Hills. Any GATT revisions will "have a huge impact on American trade practices, on American workers and on the ability of Congress and state legislatures to regulate economic activity," AFL-CIO Legislative Director Robert M. McGlotten wrote House and Senate members. "That impact will be harsh and severe if the proposal now under consideration...is enacted."

AFL-CIO Secretary-Treasurer Thomas R. Donahue outlined the proposal's shortcomings in a letter to Hills in his capacity as chairman of the Labor Advisory Committee for Trade Negotiations and Trade Policies, a 90-member panel established by Congress. **See story, Page 1.** His comments were forwarded to members of Congress.

**TRADE** — Rep. William Ford (D-Mich.), who chairs the House Education and Labor Committee, introduced the American Jobs Protection Act, H.R. 3878. The AFL-CIO-backed bill provides "protection for employees left behind by corporate flight to the third world," Ford said. Its provisions, to take effect when a company transfers work to a nation where the average wage is less than half the U.S. average wage and when 12 or more U.S. employees are affected, call for a six-month notice, severance pay, continued health care coverage for 12 months, retraining and relocation and certain early retirement protections.




AFSCME photo

**West Virginia** state employees call for bargaining rights in rally outside the statehouse in Charleston.

# Public employees rally for rights

**Charleston, W.Va.**

State workers, angry at the dismantling of a protest tent at the West Virginia Capitol, continue to rally and lobby in support of state collective bargaining rights.

"We give first-class service and receive second-class pay," said Steve Rutledge, a member of the West Virginia State Employees Union. "This is an issue of fairness. This is an issue of justice."

The WVSEU includes members of AFSCME, Service Employees Local 1199, Communications Workers, Mine Workers and the unaffiliated West Virginia Education Association.

West Virginia state employees have for the past three years ranked last in the country in pay. For three years before that, they were next to last.

A dozen state troopers and state Public Safety Secretary Joseph Skaff oversaw the dismantling of the union's tent after an orderly rally by the state employee unions and their supporters. Gov. Gaston Caperton, who opposes the collective bargaining bill, refused to allow the tent.

Union members did not resist the dismantling, but returned a few hours later holding a huge American flag to symbolize the right to free speech and public employees' right to raise their voices for better working conditions and pay. The rally proceeded up the Capitol steps and around the rotunda.

Wayne Bartley, president of the 5,000-member union, said, "I think we're going to show the governor we're fed up," he said.

Caperton ignored collective bargaining during his State of the State address, despite the 500 protesters chanting "we want collective bargaining and we want it now" as he walked through the passageway of the Capitol to the House chamber.

> *"Public employees are madder than hell . . . they have waited too long."*
>
> **—Wayne Bartley**
> **WVSEU president**

Forming a gauntlet three deep that stretched from the rotunda to the entrance of the chamber, the public employees held signs that read, "No more begging," and "We deserve dignity."

The rally and Solidarity Tent Day were the first of many activities planned in WVSEU's "Direct Action campaign to educate the Legislature."

"Public employees are madder than hell because they have waited too long," Bartley said. "We want the same rights that the private sector workers have."

State Del. Stephen L. Cook and Percy C. Ashcraft II introduced a public employee collective bargaining bill, H.B. 4059, which also would protect employees from potential layoffs that could result from Caperton's 4 percent budget cuts.

Cook, president of Laborers Local 614 and assistant business manager for the West Virginia Laborers District Council, noted that the proposed legislation calls for a closed shop and contains a clause that prohibits strikes by public employees.

County boards of education would bargain with both the teachers and the school service personnel, but the state legislature would still control wage levels, since lawmakers appropriate a large part of the funding for public services, Cook added.

# Court backs Iowa state employees

**Des Moines, Iowa**

More than 30,000 Iowa state employees have been awarded some $42 million in pay increases that were first approved in a collective bargaining agreement but denied by Gov. Terry E. Branstad (R).

"This serves notice on governors elsewhere that they can't unilaterally abrogate a contractual agreement with state employees," said Donald McKee, president of AFSCME Council 61, which represents about 20,000 Iowa state employees.

Iowa is one of 26 states with comprehensive public employee bargaining laws. The court ruling, which Gov. Branstad said he will appeal, would give the workers two years of 5 percent pay raises, including back pay.

The dispute began last February, when AFSCME and the state reached a bargaining impasse. At that time, arbitrator Harry Graham stepped in to review the case, settling on AFSCME's final offer. But Branstad blocked the ruling, first by appropriating funds for only a 2 percent wage increase and later vetoing a bill to fund the increase.

According to the arbitrator's decision, state workers were to receive a 3 percent pay increase effective July 1, 1991; a 2 percent pay increase effective Jan. 1, 1992; a one time payment of $400 in December 1992; and a 4 percent pay increase effective July 1, 1992.

A coalition of state employee unions including AFSCME Council 61 and Iowa State Police Officers Council/SEIU Local 341, was forced into court when the legislature failed to override the veto.

In his Jan. 6 ruling, District Court Judge Harry Perkins dismissed the state's claims of "extreme financial distress," noting that "the awards constitute a binding obligation upon the State of Iowa and that the choices made by both the legislature and the governor to fund other . . . programs amounts to an impairment of a contractual obligation to the plaintiff."

# Study ties state, local malaise to misguided U.S. policies

**By Sharolyn Rosier**

The current fiscal problems of state and local governments are due not so much from the recession of the 1990s, but from irresponsible federal economic policies during the 1980s, a study by the Economic Policy Institute concludes.

"State and local governments are being whip-sawed between decreased federal aid and the increased budgetary demands of a stagnant economy," said EPI economist Max Sawicky, author of the study, "Roots of the Public-Sector Fiscal Crisis."

The study acknowledges that the year-and-a-half-old recession has clearly aggravated the fiscal problems facing cities and states by slowing economic activity and reducing tax revenues while increasing demands on public budgets.

However, Sawicky said, "The federal government has created an economic deadlock — too much money was diverted from the states and cities, and now the deficit is limiting any redirection of spending."

A significant portion of state and local services are paid for by federal grants-in-aid. But in the past decade, these federal grants to states and localities have been cut by 36 percent, EPI reported.

Between the 1978-79 and 1988-89 fiscal years, federal grants declined from 21 percent to 16 percent of state and local budgets.

## U.S. debt cuts benefits

The study also notes that, during the "borrow and squander" 1980s, the federal debt increased from 10.7 percent to 17.7 percent of gross domestic product. Sawicky maintains that these shifts in aid and payments on the federal debt has meant that taxpayers are getting fewer tangible benefits, or actual public services, from the money that is being spent.

The composition of spending also has changed, with the defense budget the beneficiary, Sawicky said. After decreasing dramatically over the 25 years following World War II, defense spending leveled off for much of the 1970s, and then increased by more than 60 percent in the 1980s.

Another sign of public sector stagnation, the study notes, can be found in recent trends in public employment. The relative level of civilian public employment peaked in 1975 at 18 percent of the work force and fell to 15.5 percent by 1989, EPI said.

Total state and local employment follows the same trend, peaking at 14 percent of the work force in 1975 and falling to 12.5 percent in 1989. From this standpoint, the civilian public sector has been shrinking for the past 15 years, Sawicky said, arguing that the widespread notion that the federal government is engulfing the rest of the economy is wholly mistaken.

Current levels of public investment in the United States are not serving the country very well in the new world of international competition, Sawicky asserts. When compared to other advanced industrial countries, the United States has the smallest domestic public sector and among the lowest rates of public-sector spending growth.

The study also shows that federal income taxes declined as a percentage of total tax revenue during the 1980s, and again state and local governments picked up the slack. Federal tax rates on the richest 1 percent of American families and corporate income taxes have decreased tremendously since 1980.

In the 1960s, corporate income taxes paid for 23 percent of non-social security federal spending. By 1990, corporate taxes paid for less than 10 percent of non-Social Security federal spending.

## Tax breaks for wealthy

The wealthiest 1 percent of the U.S. population will pay an average of $83,560 less in federal taxes in 1992 than they would owe if the tax code were as progressive as it was in 1977, the study points out.

Government spending and taxation policies must be refocused on the central missions of promoting economic growth, improving the well-being of families, and alleviating economic inequality, Sawicky concludes.

The study proposes restoring fairness to the tax system, shifting the primary responsibility for taxation back to the federal government, creating a system of national health care and increasing federal financial responsibility for unemployment relief and income support.

# UNION NEWS

Jim Arnold/HERE

**Union members** rally at Los Angeles City Hall in support of "permanently replaced" Frontier Hotel casino workers who marched across the desert from Las Vegas to draw attention to their five-month-old strike.

## Rail unions fight challenge to labor rights

**By Candice Johnson**

The United Transportation Union is challenging a law passed by Congress last year that puts the brakes on collective bargaining over crew size.

Meanwhile, other rail unions are working on several tracks to block carrier attempts to weaken labor protections and rail labor law.

UTU is seeking to overturn a measure adopted by Congress last April as part of the national rail strike settlement. The measure permits carriers to negotiate crew size at the local level, with binding arbitration to resolve differences.

UTU represents about 90,000 conductors, brakemen and switchmen. Industry analysts estimate that 20,000 brakeman jobs could be lost as a result of the settlement.

UTU is also appealing a federal court ruling that upheld the law, arguing that the law exceeded Congress' authority under the Commerce Clause. The congressional action also served to nullify existing agreements over crew size, which took away workers' rights without compensation, UTU argued.

Congress, in acting to end a one-day strike last April, created a panel that endorsed the recommendation of the Bush administration's presidential emergency board calling for local level negotiation.

In another rail development, members of UTU and the Transportation Communications Union rallied in Green Bay, Wis., to protest a "sellout" of short-line railroads to the non-union Wisconsin Central line, through a corporate front.

If the sale goes through, about 200 rail workers would lose labor protections, contract rights and probably their jobs, the TCU local said.

Members of TCU's Carmen division, who work on the Fox River Valley Railroad, and UTU members on the Green Bay and Western line, would have no first hire rights and would lose all contract protections if the sale goes forward.

Carmen's Division President Bill Fairchild, who also serves as a TCU international vice president, said this is one of the methods rail carriers have been using to break union contracts.

Rail unions are pointing to a General Accounting Office report released in December that indicate carriers are unfairly using the guise of "competitiveness" to justify attempts to overturn key rail labor protections.

The report, "Railroad Competitiveness: Federal Laws and Policies Affect Railroad Competitiveness," made no recommendations, but reviewed federal laws governing the rail industry and red-flagged some big differences in government treatment of the rail, trucking and barge shipping industries.

The report noted that railroad revenues were directly and adversely affected by federal policies that favor or subsidize trucking and inland waterway shippers. Publicly financed highways and waterways give truckers and barge operators a competitive price advantage over railroads since the user fees charged generally fall short of real costs, the report said.

President Mac A. Fleming of the Maintenance of Way Employees agreed, noting that "rather than attack the imbalance created by favorable treatment of trucks and barges, the railroads have struck out at what they see as an easier target: their employees."

Among the legislative changes the rail industry has been pressing for include: an end to the labor protections of the Rail Labor Act, with labor relations to be covered by the National Labor Relations Act; privatization of the railroad retirement system; and replacement of the Federal Employers' Liability Act with a workers' compensation law.

BMWE locals, frustrated by more than three years of locked negotiations with Conrail and Amtrak, voted to authorize strikes against the carriers. Talks between the carriers and the BMWE were not part of the national rail negotiations that ended with a presidential emergency board settlement last year.

Both carriers are looking for pay cuts from BMWE members, with Conrail imposing a new health care plan and demanding further work concessions. Talks are continuing under the direction of the National Mediation Board, but Amtrak has sought arbitration procedures independent of the NMB in its negotiations with several unions. The Sheet metal Workers, representing 600 Amtrak workers, accepted the offer but BMWE rejected it.

UTU and the Firemen and Oilers have reached new agreements with the passenger rail carrier, subject to membership ratification, while TCU approved a new three-year pact.

## 12,000 Texas police, enforcement officers join CWA

The 12,000 members of the Combined Law Enforcement Association of Texas have become the newest members of the Communications Workers.

The Texas organization, which has represented municipal policy officers, country sheriffs and jailers for 15 years, voted to join CWA last month.

The decision to affiliate came following a meeting with CWA President Morton Bahr, CWA District Vice President T.O. Parsons, Texas AFL-CIO President Joe Gunn and other union officials.

CLEAT, the state's largest police association, also voted to affiliate with the Texas AFL-CIO, which represents 200,000 union members.

CLEAT President Ron DeLord said the move to affiliate with CWA would help "build our strength throughout the state."

Gunn welcomed the new CWA members "with open arms," noting that "the new members also increase our collective ability" to serve the interests of working Texans.

## Factory gates close at USX South Works

**By James B. Parks**

Despite concerted union efforts to save the plant, USX Corp. announced it will close its South Works in Chicago, throwing the final 585 Steelworkers out of jobs.

"The union has done everything to save the South Works," said Stafford Garbutt, a spokesman for USWA District 31. The 112-year-old plant once employed 20,000 workers.

"After negotiations for the union to buy the plant fell through, we knew it was only a matter of time," said Herbie Dobbs, vice president of USWA Local 65.

The union and the company considered the option of an employee stock ownership plan, Garbutt said, but the cost was shown to be too high for the union to pursue.

Financial consultants told the union it would take about $140 million to keep the plant viable, Garbutt said, and USX would not put up the money. The workers rejected the ESOP Nov. 4. Servicing that kind of debt would mean layoffs for 150 workers and a wage and benefit cut of about $4.25 an hour, they found.

About one-third of the workers will be eligible for pensions when the plant closes on April 10, said Local 65 President Bob Jackson. Another third — those with at least 20 years seniority and 65 years combined seniority and age — will be laid off for two years.

If jobs open up at other USX plants, those workers would be offered work. If they have not been offered a job in the two years, they will receive pensions, Jackson said. Jackson, 51, who has worked at the plant 23 years, is in this group.

The rest of the workers will get a choice of severance pay or insurance plus unemployment and supplemental pay for a year, Jackson said. Dobbs, 38, who has been with USX 18 years, is in this category.

The nearest USX plant, in Gary, Ind., employs about 7,800 people, Jackson said, but there are no openings. Indeed, the plant just laid off 500 USWA members, he added.

This is not the first time South Works employees have tried to save the plant, Garbutt said. In 1981 they gave wage concessions and successfully lobbied the state legislature to repeal a tax on rails made in the state in return for a promised $150 million refurbishing of the plant. But when the union balked at more concessions, USX canceled the refurbishing, he said.

In another setback for the steel industry, Inland Steel announced it will cut as many as 3,500 jobs at its aging Indiana Harbor Works in East Chicago, Ind. The company said it hopes the cuts will come through retirement and attrition. The plant once employed 18,000 but now has 8,500 workers.

"We don't believe there are 3,500 bargaining unit jobs that are expendable," said Michael Mezo, president of USWA Local 1010. "We certainly are not going to reopen our contract or agree to concessions."

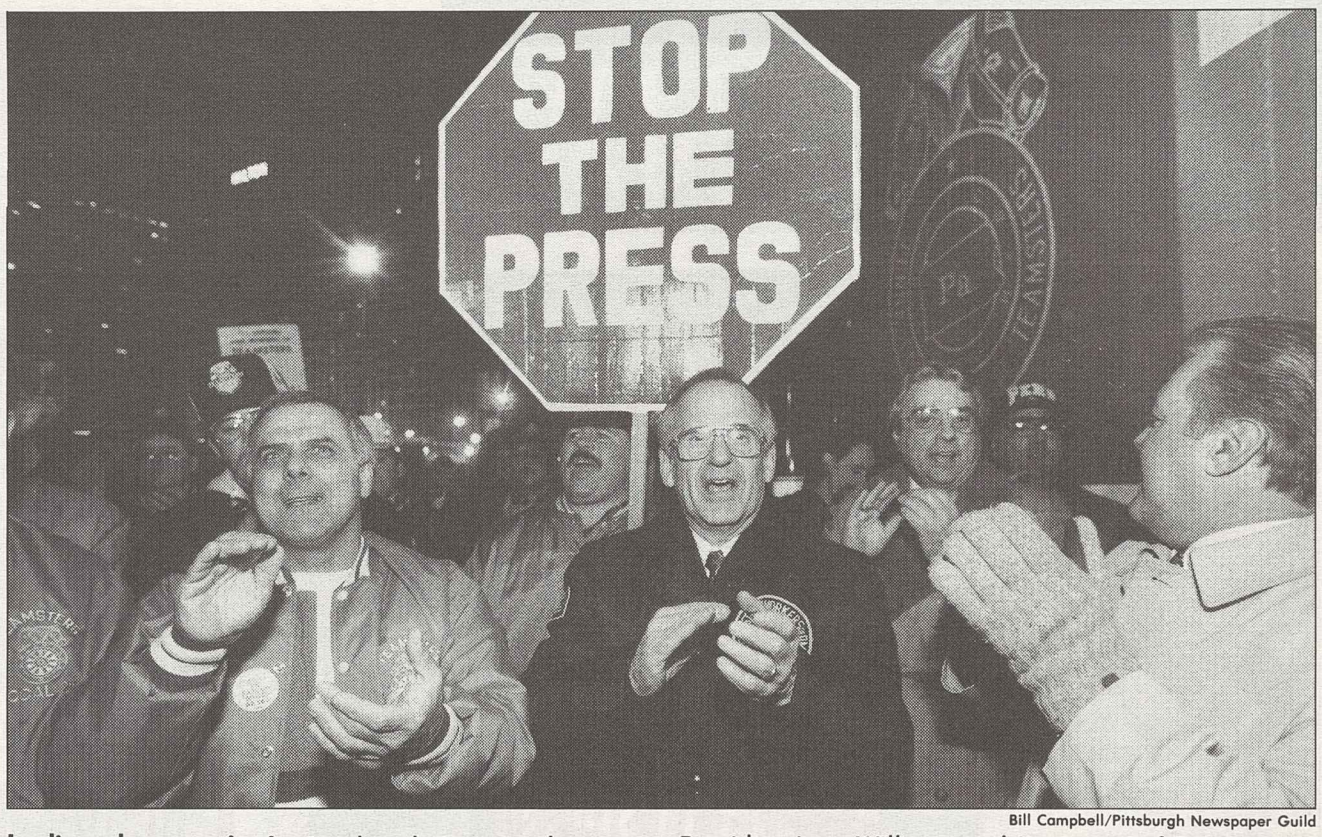
# Pittsburgh rally spurs Press fight

By James B. Parks

Some 400 people rallied in Pittsburgh in a demonstration of solidarity and support with workers involved in a dispute with the Pittsburgh Press, where charges of unfair working conditions have been met by management threats of layoffs.

The Pittsburgh Newspaper Unity Council, which represents the 10 unions at the Press, sponsored the Jan. 27 "Stop The Press" rally to protest the lack of progress in negotiations for a new collective bargaining agreement.

"The labor movement was built here and that paper has no right to shame this city," Teamsters Vice President John Morris told the rally. "This newspaper is going to be the talk of the country. They're going to be the next New York Daily News."




Bill Campbell/Pittsburgh Newspaper Guild

**Leading a demonstration** for Pittsburgh Press workers are Joe Molinero of Teamsters Local 211, Steelworkers President Lynn Williams and Jim Lowen of Communications Workers ITU Local 7.

"It has become increasingly apparent that the Press is using these negotiations to provoke a confrontation," the council said in a statement. "The Press knows a long conflict might force the Post-Gazette to permanently cease publication, making Pittsburgh a one-newspaper town," the statement added. The Post-Gazette is owned separately and is distributed by the Press under a joint operating agreement.

AFL-CIO Vice President Lynn Williams of the Steelworkers brought the Press workers the pledge of unified national support through the efforts of the AFL-CIO Strategic Approaches Committee, which Williams chairs. That committee is the national vehicle through which the AFL-CIO responds to affiliate requests for assistance. The AFL-CIO has assigned staff members to assist the council.

The unions have begun a limited corporate campaign, writing letters to the Press advertisers advising them of the situation and asking their support, said Joseph Molinero, president of IBT Local 211.

The unions also have filed charges against the company with the National Labor Relations Board. The charges claim the Press has unilaterally changed working conditions by refusing to allow route selection by seniority, reducing its contributions to two employee benefit funds and revising the work schedule.

In the contract negotiations, the paper has not budged from its original position of no wage increases in the first two years, the elimination of a longstanding medical insurance plan, a reduction in retiree health coverage and a reduced pension plan, Molinero said.

The Press had threatened to cut 22 jobs held by Local 211 members and five vacant positions.

The cuts are part of a realignment of delivery routes for the Press and Post-Gazette.

The Press also has said it wants to convert from using 4,500 youth carriers to adult carriers who would pick up the paper at 30 centralized points, throwing 450 drivers out of work.

The 1,600 union members at the Press have worked since Dec. 31 without a contract, but negotiations have been going on without success for four months. The unions involved include IBT, Graphic Communications, Typographical Union, Pressmen, Mailers, Paper Handlers, Service Employees, Electrical Workers, Machinists and the Operating Engineers.

The Newspaper Guild, which supports the Unity Council, represents workers at the morning paper, the Post-Gazette, but not at the Press.

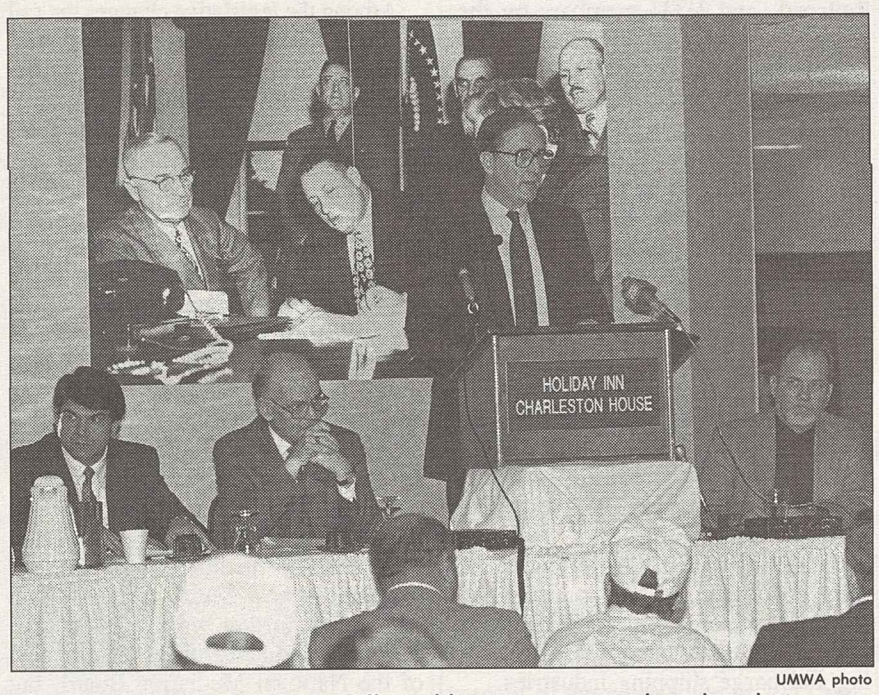
Other rally speakers included IBT Secretary-Treasurer Tom Sever and GCIU Vice President Charles Ellington.

# Mine Workers battle cutoff of retiree benefits

Health care benefits for more than 120,000 retired coal miners and their dependents could end this spring unless federal legislation is passed to support the Mine Workers health and retirement fund.

Cutting off the benefits would cause "chaos in the coal fields," said UMWA President Richard Trumka.

The 1991 AFL-CIO convention called for Congress to act to save the fund by approving recommendations made by a special commission appointed by then-Labor Secretary Elizabeth Dole. "We cannot allow this historic health care commitment to retired miners to collapse," the resolution said.




UMWA photo

**West Virginia's** Sen. Jay Rockefeller addresses Mine Workers legislative conference in Charleston. From left are, UMWA President Richard Trumka, District 17 President Robert Phalen and Secretary-Treasurer Jerry Jones.

The UMWA Health and Retirement Funds, jointly administered by union and management trustees, has threatened to stop the payments unless employers increase their contributions to the funds by more than 100 percent. Currently, the combined deficit of the two funds that make up the plan is $100 million and is projected to reach $200 million next year.

In 1946, the Mine Workers signed an agreement with the Truman administration and the Bituminous Coal Operators Association (BCOA) that promised lifetime health benefits for the workers and their families.

The funds' problems began when companies began dropping out of the plan. Since the agreement was signed, the coal produced by the contributing companies has dropped from 80 percent of the national production in the early 1950s to 30 percent today, the UMWA said.

The contributing companies' production has fallen by 130 million tons since 1970. In addition to less tonnage, these companies have lost market share to companies that have dropped their retirees or do not contribute to the benefit plan.

Some 75 percent of the beneficiaries are from companies no longer in business or that are not signatories to the latest industry contract — leading to the term "orphans" for those retirees and beneficiaries whose employers no longer contribute to the funds.

The best solution, according to a coalition headed by the UMWA and the BCOA, is for Congress to pass bills introduced by Sen. Jay Rockefeller (D-W.Va.) and Rep. John Murtha (D-Pa.).

The bills, S. 1989 and H.R. 4013, are based on the Dole commission recommendations and would replace the current benefit trust funds with a new benefit fund financed by an industry-wide fee.

The bills face stiff opposition from the non-union coal mine operators, while the BCOA, whose mines are union organized, supports them. Vowing to move "full speed ahead," Rockefeller said he plans to get his bill attached to a popular legislative package that could win quick approval in Congress.

The bills also would create a Coal Industry Retiree Benefit Corp. to provide health care benefits to "orphans."

# Textile firm hit on 139 violations in ACTWU drive

The National Labor Relations Board has issued a complaint charging Fieldcrest Cannon with more than 139 labor law violations last summer during an organizing campaign and election by the Clothing and Textile Workers.

ACTWU came within 200 votes of winning the representation election in balloting last August among nearly 7,000 workers at Fieldcrest Cannon textile plants near Kannapolis, N.C. Following that vote, the NLRB opened an investigation into 538 challenged ballots and unfair labor practice charges brought by the union.

Included in the board's findings are charges that Fieldcrest illegally fired 11 workers because of their activities in support of ACTWU.

The NLRB investigation also upheld the union's charges that Fieldcrest also initimidated and harassed workers by claiming to monitor their activities, shifted additional work to union supporters and threatened to close the plants.

A March 2 hearing date has been set, with the board yet to resolve the challenged ballots and determine the outcome of the election.

ACTWU President Jack Sheinkman said the Cannon Fieldcrest campaign was yet "another example of why laws protecting workers' rights to choose union representation need to be strengthened" because companies are going to great lengths to deny workers their organizing rights.

# Lower-wage families aided by tax credit

By Colleen M. O'Neill

The Internal Revenue Service is prepared to refund money to some working families, including those who may have lost income during the past year because of a strike, layoff or seasonal employment.

Anyone with dependents who earned less than $21,250 for calendar year 1991 is eligible for the Earned Income Credit.

The Earned Income Credit program has three parts — the basic credit, plus additional ones for taxpayers who paid for health insurance coverage for children and for those who had a child born in 1991.

"It's a heavy lift to convince people the IRS is going to give money away," said Vincent R. Sombrotto, president of the National Association of Letter Carriers. "(Yet) millions of Americans faced periods of unemployment during the past year due to the recession.

Officials estimate that as many as 16 million families may qualify to use the provisions of the EIC program.

"We must make sure that all workers who are eligible are aware of the Earned Income Credit and take advantage of this program," said Sombrotto, chairman of the AFL-CIO Committee on Community Services.

Sombrotto joined Robert Greenstein of the Center on Budget and Policy Priorities, IRS Commissioner Fred T. Goldberg Jr., Robert M. Beggan of the United Way and Jim Scheibel of the U.S. Conference of Mayors at a news conference Jan. 23 announcing the kickoff of this year's campaign to publicize the EIC program.

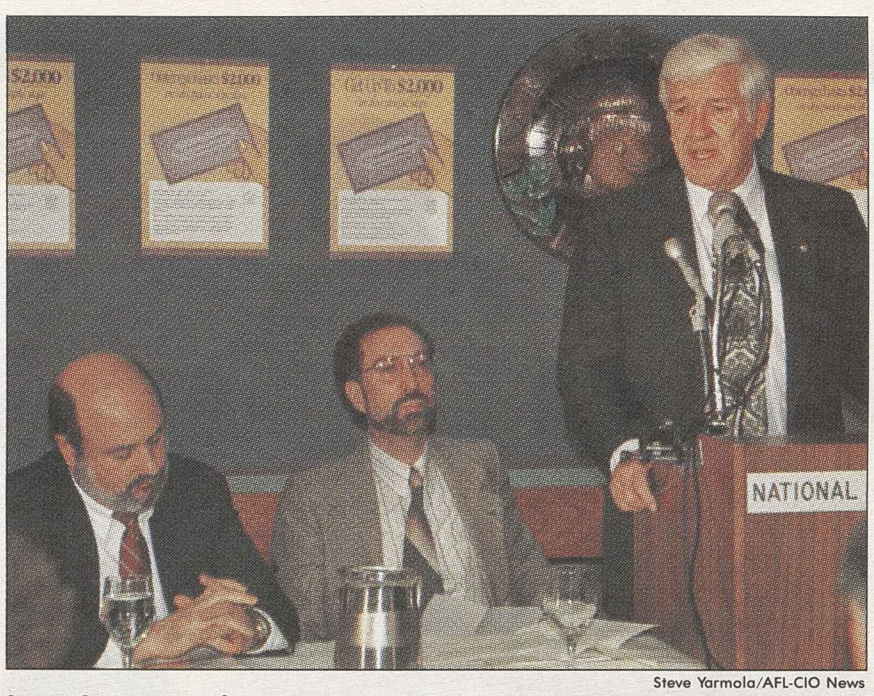
"It is important to us as an agency that every citizen entitled to a benefit claims it and gets it," Goldberg said at the news conference. "It is a measure of our success if every family entitled to this credit gets it."

Many taxpayers may be unaware of the benefit due them. Those eligible include:

- Workers whose income was lowered because of unemployment or part-time work because of the recession or those whose employment is seasonal.
- Workers who were on strike, such as those at the Frontier Hotel in Las Vegas, or who were locked out, such as the Steelworkers at Ravenswood Aluminum Corp. in West Virginia.
- Workers whose take-home pay isn't enough to garner a tax bill.

The credit is not automatic, according to officials. Taxpayers must include a completed Schedule EIC with their Form 1040 or 1040A for the tax year 1991. Even those who do not owe taxes need to file the forms with the IRS. The credit is refundable, meaning even those without a tax bill or a bill smaller than the credit will get cash back.

The basic EIC amount varies according to family income and number of children, and may be supplemented by the credits for health coverage and children under 1 year of age.




Steve Yarmola/AFL-CIO News

**Letter Carriers President** Vincent R. Sombrotto speaks at news conference along with IRS Commissioner Fred T. Goldberg Jr. (left) and Robert Greenstein of the Center on Budget and Policy Priorities.

## *EIC is a 'really big help'*

**Tillery**

Linda Tillery is living proof of the benefits of the Earned Income Credit program.

A single mother raising two children in Silver Spring, Md., Tillery says she could have kept a job she enjoyed rather than returning to welfare to make ends meet had she known about the program sooner.

After receiving training in computer and other job skills, Tillery went to work for a car dealership as an accounts clerk, supplementing her income with state assistance for day care, food and rent. After the subsidies were terminated, she found it impossible to make ends meet, and was forced back on welfare.

"In the end, I was forced to choose between my job and the financial independence I wanted so very much, and making sure that my children had food, clothes and health insurance," Tillery said. "If I had known about this (program), I could have continued to work."

Tillery plans to use the tax credit on her 1991 return, and says it will "really be a big help." She's now working again and will be able to afford college tuition this semester as she pursues a degree in business administration.

# Court raises organizing roadblocks

By James B. Parks

The six Reagan-Bush appointees to the U.S. Supreme Court handed employers still another legal tool against unions with a ruling on when union organizers can leaflet on "private" property.

In Lechmere vs. NLRB, the court ruled 6-3 that employers do not have to allow union organizers on private property except in the "rare case" where there is no other way to reach employees.

The Food and Commercial Workers, the union involved in the case, warned that the decision could have far-reaching effects. "It is not surprising, but no less regrettable, that the Reagan-Bush court has once again decided property rights are more important and more entitled to protection than the civil, human and First Amendment rights of workers and unions," the UFCW statement said.

"The consequences of the Lechmere decision reach far beyond the question of the right of workers to organize a union, and could lead to transforming shopping centers into zones exempt from First Amendment protection for the free exchange of ideas so vital to a democratic society," the statement said.

The Bush administration's Justice Department had joined the UFCW in arguing that the National Labor Relations Board was correct in ruling that the UFCW Local 919 had a right to try to reach workers at Lechmere, a Newington, Conn., store by leafleting cars in a public shopping mall parking lot.

But the court disagreed, saying that previous court rulings clearly established a very narrow test — whether the location of the plant and the living quarters of the employees place them beyond the reach of reasonable union efforts to reach them.

The majority opinion, written by Justice Clarence Thomas, cited such examples as an isolated logging camp or mountain resort hotel. It said mailings, phone calls and signs in the grassy strip next to the parking lot would have been acceptable.

Justice Byron White, in his dissent, said the court's decision violated the spirit of years of labor law. "If employees are entitled to learn from others the advantages of self-organization, it is singularly unpersuasive to suggest that the union has sufficient access for this purpose by being able to hold up signs from a public grassy strip adjacent to the highway leading to the parking lot," White said.

Joining White, a Kennedy appointee, in dissent were Justices Harry Blackmum and John Paul Stevens. Blackmum was appointed by President Nixon and Stevens by President Ford. Chief Justice William Rehnquist, originally appointed by Nixon, was elevated to his current post by Reagan.

# UFCW gains rights in bank merger talks

The Food and Commercial Workers won agreement from the Seattle First National Bank to bargain over the effects of a proposed merger between SeaFirst parent Bank America Corp. and Security Pacific Corp.

UFCW Local 1182, which represents 4,600 SeaFirst workers, won a first contract last year after a 13-year organizing and bargaining campaign.

SeaFirst agreed to bargain with the UFCW local and said it wished to discuss a bank proposal to make available an "enhanced severance benefit package" to eligible staff facing layoffs.

The union is pressing the Federal Reserve Board — which must approve mergers involving federal chartered banks — to develop guidelines that would consider the impact of merger on employees in the review process. The guidelines should cover reasonable notice, payment of severance benefits and continuation of health insurance and other benefits.

The UFCW has offered a model program to SeaFirst that calls for establishment of a labor-management committee to address concerns about counseling, job search assistance, training and other services for employees.

The proposed merger could result in the loss of up to 20,000 jobs in 10 states, the UFCW said.

In testimony before the House Banking Committee on the impact of mergers on employees, UFCW Vice President Beth Shulman outlined for the committees how a working labor-management partnership can aid workers facing the loss of their jobs.

In successful programs, she said, workers play a full role in "planning, design and implementation" of programs that provide job search assistance.

# Seafarers seek to sink 'unjust' user fees on licenses

The Seafarers filed suit in federal court to scuttle a U.S. Coast Guard proposal to levy licensing fees on merchant seamen, boatmen and other seafaring crews.

The Coast Guard wants to implement the user fees under provisions of the 1990 Budget Reconciliation Act.

But in filing the suit in the U.S. District Court in Washington, SIU President Michael Sacco branded the licensing fees unconstitutional and "unjust taxation."

Under the proposed rule, fees would range from $135 for a merchant marine document with a qualified rating to $330 for an upper level license. An additional $135 would be charged for renewals or endorsements to licenses, and $17 would be added for a Federal Bureau of Investigation records check. Mariners' licenses must be renewed every five years.

"To tax merchant seamen for performing their jobs, for obtaining the best training and highest ratings and licenses, is blatantly unfair," Sacco said.

The SIU suit charges that the Coast Guard's determination in setting the fees was based on hastily conducted studies which were riddled with inconsistencies.

The union also said the Coast Guard's grossly inaccurate calculations of the program costs are contrary to the Administrative Procedure Act.

Men and women who work aboard U.S.-flag vessels are required by law to hold merchant mariner documents, known as seamen's papers or Z-cards.

# Mexican trade proposal seen draining more jobs

## *Mexico, industry mount lobby blitz*

**By John R. Oravec**

Stepped-up investment in Mexico's maquiladora plants under President Bush's favored North American Free Trade Agreement would shift more production out the United States and further drain U.S. jobs, AFL-CIO Vice President Owen Bieber told Congress.

To stimulate the flow of dollars across the border, the Mexican government has reduced investment regulations and expanded the number of industries in which U.S. firms can retain complete ownership in the maquiladoras that pay their workers poverty level wages, Bieber testified before the House Education and Labor Committee.

The UAW president told the panel hearing on NAFTA negotiations and the American Jobs Protection Act (H.R. 3878) that the trade pact Bush is pursuing would engender that outflow of investment.

"U.S. corporations are extremely eager to see this policy locked into place in Mexico so that they can be confident that an investment in Mexico will be safe from a return of a more nationalistic approach," Bieber said.

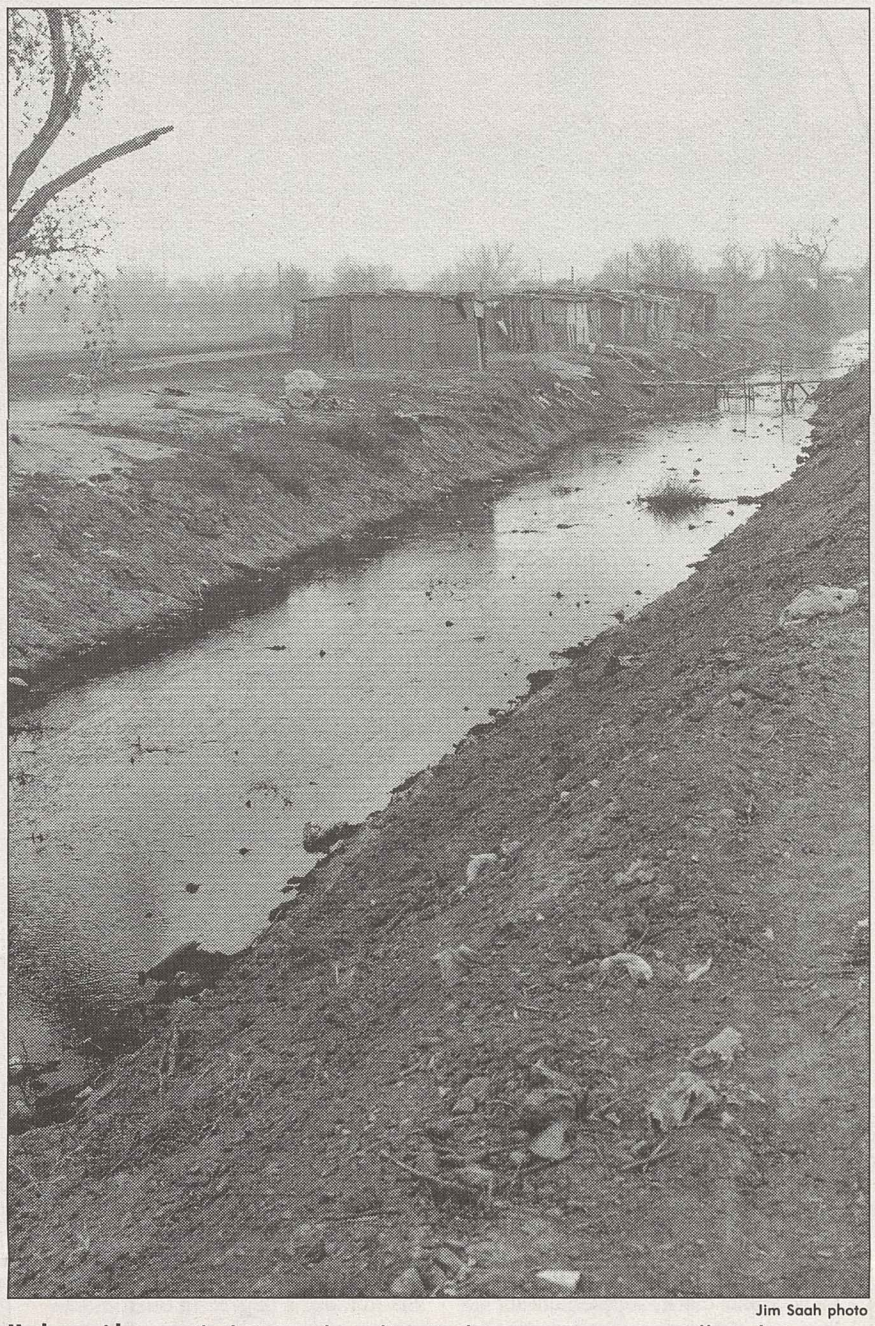
The upshot will be the displacement of U.S. workers from high-productivity jobs, as well as the lowering of American living standards and continual pressure to weaken workplace protections, Bieber told the panel, chaired by Rep. William D. Ford (D-Mich.).

In his State of the Union address, Bush insisted that approval of NAFTA would create more U.S. jobs. A "fact sheet" issued by the White House claimed that the promise of a trade agreement has contributed to a doubling of U.S. exports to Mexico and has generated 320,000 American jobs.

But the costliest export, Bieber said, is jobs. He said that General Motors, Ford and Chrysler now have operations in Mexico that employ 40,000 workers.

Maquiladoras are plants wholly owned by U.S. corporations and other foreign firms in Mexico that can import machinery and parts duty-free as long as the output is exported. Employment at the maquiladoras has risen to 500,000 from 100,000 in 1982 as U.S. firms closed shops and moved across the border, Bieber noted.

Meanwhile, the Mexican government has accelerated its multimillion-dollar lobbying and public relations blitz to gain approval of NAFTA.



Jim Saah photo

**Under-paid** maquiladora workers live in shanty towns near polluted streams.

Trade analysts estimate that nearly $100 million was spent in 1991, with much of the funding coming from U.S. corporations, to push through Congress the "fast-track" approach to the free trade proposal and to promote a positive image of Mexico as a safe haven for U.S. investment.

"Over the past year, Mexico has retained advocates and image-makers including lawyers and lobbyists who command $350 an hour or more to buttonhole congressmen," the Journal of Commerce reported.

"Also part of the effort are advertising agencies that dreamed up vacation television ads at a cost of tens of thousands of dollars per commercial," Journal reporters wrote.

The multi-media blitz paid off as the Bush administration got Congress to approve the fast-track procedure on the NAFTA proposal. Under the fast-track arrangement, Congress can only vote up or down on an unalterable trade agreement.

In contrast to the high-spending media blitz for NAFTA, Mexican workers at the maquiladoras are grossly underpaid. They live in shanty communities called colonias that often draw drinking water from streams polluted by the plants.

At many plants along the Rio Grande River wage scales are less than $1 an hour. At some U.S.-owned auto plants even top wages and benefits, with company-paid social security and income taxes, average only about one-tenth of the U.S. pay scale.

On Jan. 27, several thousand members of the Conferacion de Trabajadores Mexicanos (CTM) struck two General Motors Corp. plants and two automotive supplier firms.

Workers represented by the CTM are seeking a 30-percent pay raise, which would amount to only pennies an hour. The CTM called off the strikes at three plants in Matamoros the following day after union negotiators agreed to a settlement that provides for wage increases averaging 20 percent.

But maquiladora employers are facing deadlines on contract negotiations that began in December at nearly two dozen other plants that employ about 12,000 workers. The CTM conducts talks with employers every year to establish wage rates, with most contracts renegotiated every other year.

At the current wage rate, workers say they don't earn enough to make ends meet with their pay of $30 a week.

"That's really not sufficient to maintain a family," said striking maquiladora worker Julian Garza.

In separate testimony before the International Trade Commission, AFL-CIO economist Bill Cunningham said the United States should closely scrutinize any hemispheric free trade agreement.

Cunningham cited serious problems with trade barriers in Brazil, Chile, Colombia and Venezuela. But access to these markets should not be limited to targeting tariffs, quotas and traditional subsidies. The focus also should be on corporate codes of conduct, worker rights, safety and health conditions, as well as environmental and industrial standards.

At a conference in Los Angeles, Shirley G.E. Carr, the former president of the Canadian Labour Congress, denounced the NAFTA proposal as hostile to the interests of workers. She said Canada's depressed economic state can be traced to the U.S.-Canada free trade pact that took effect a few years ago.

After that accord, Carr charged, U.S.-owned multinational firms closed shop in Canada and fled to Mexico. She warned that a trade agreement with a country where workers are paid just $6 a day will exacerbate the flow of capital to countries with the least restrictive labor conditions.

# Donahue assails GATT 'final act' as threat to U.S. interests

**Continued from Page 1**

growth, provide for the appropriate and efficient delivery of needed services, and protect public health and the environment."

Other groups calling for rejection of the Dunkel draft include the Consumer Federation of America, Public Citizen, Sierra Club, Friends of the Earth, National Farmers Organization, National Farmers Union, Americans for Democratic Action, Child Labor Coalition, the United Methodist Church and Church Women United.

Donahue, who heads the 90-member labor advisory committee established by Congress under U.S. trade law, noted that the panel has tracked the discussions of the Uruguay Round and earlier voiced its concerns about the drift toward dire U.S. concessions.

"The Dunkel draft final act represents the realization of our worst fears," he told Hills, cautioning that its implementation would:

- Seriously weaken U.S. trade remedy laws designed to counteract unfair trade practices.
- Undermine existing domestic economic regulation and inhibit efforts to extend and strengthen need rules.
- Severely harm American farmers and workers in the U.S. food processing industry.
- Torpedo the U.S.-flag merchant fleet.
- Devastate the American textile and apparel industries.

Meanwhile, the Dunkel draft provides nothing substantial to address U.S. concerns. Donahue noted that the widespread use of import controls by other countries for so-called balance-of-payment reasons would continue to the detriment of U.S. exports.

The draft does not mention authorization to impose small import fees to fund adjustment programs for American workers whose jobs are wiped out by imports.

Nor is there any mention of linking internationally recognized worker rights and labor standards to trade, he said.

A major concern of the labor advisory committee is the Dunkel proposal to replace GATT with the establishment of a new Multilateral Trade Organization (MTO), which would be armed with a questionable binding dispute settlement mechanism based in Geneva.

The practice would, in effect, abrogate provisions of U.S. law by preventing the use of the Trade Act's 301 sections.

"Under this agreement, actions against unfair, unreasonable or discriminatory trade and investment practices that are in dispute would require prior authorization of the MTO," Donahue pointed out.

"This is a total reversal of existing procedures and has far-reaching implications for the operation and implementation of existing U.S. laws," Donahue wrote.

Furthermore, he noted, U.S. food safety standards that are stronger than the international norm — including rules banning the pesticide DDT on food — would be challengeable as barriers to trade.

The labor committee said particular attention is needed in renegotiating the final draft section dealing with textiles and apparel because it jeopardizes the livelihood of U.S. workers.

"Ending all controls on textile and apparel imports, even through a 10-year transition, threatens 1.8 million U.S. jobs, plus additional jobs in supplying industries," Donahue said.

# USWA gains jobs with back pay at CitiSteel

Nearly three years after it was charged with unfair labor practices, CitiSteel USA agreed to pay more than $730,000 to 117 Steelworkers who worked at its plant under the former owner.

Under the agreement with the National Labor Relations Board, CitiSteel also will offer new jobs to 23 former workers for Phoenix Steel.

CitiSteel, which is owned by the Chinese government, bought the Claymont, Del., plant from Phoenix Steel in June 1988. Phoenix had closed down operations at the plant in March 1987, putting 600 workers out of work.

The settlement requires the employer to post notices at the plant pledging to respect workers' right to organize and not to discriminate against job applicants because of their union activity.

The settlement "completely vindicates the USWA's charge that the company deprived our members of the jobs they were entitled to," said John Reck, director of USWA District 7.

"This settlement sends a strong signal to the Chinese government that, while it may trample workers' rights in its own country, it can't do the same to workers in this country," Reck added.

The USWA filed unfair labor practices charges against CitiSteel in February 1989, after the company reneged on a commitment to hire former Phoenix workers. The company also refused to recognize the union or meet with its representatives to discuss the hiring practices.

The NLRB issued a complaint in May 1991, charging that CitiSteel rejected applications from 126 former Phoenix workers because of their union membership.

The complaint also said that, as the successor to Phoenix, CitiSteel was obligated to recognize the USWA as bargaining agent for the plant's workers. This issue was not addressed in the settlement and the NLRB is expected to rule on the matter within several months.

Ed Feigen/AFL-CIO

**Visiting Polish** trade unionists rally in support of striking IAM members in Paducah, Ky.

# Polish unionists join IAM on picket line

A delegation of Polish trade unionists got a firsthand look at what "permanent replacements" are doing to workers in the United States, and came away wondering why some organizations don't practice what they preach.

At issue was a labor dispute at Lourdes Hospital in Paducah, Ky., where 240 members of Machinists Local Lodge 2770 were "permanently replaced" after they struck in December 1991. The IAM members rejected concessionary demands for concessions on health care, seniority and subcontracting work.

The hospital is run by Mercy Health Systems, a Catholic organization out of Cincinnati. That management's anti-union position surprised the visiting Poles, who are very aware of the 1991 statement by the U.S. Catholic Conference that "the nation's federal labor laws should be updated to outlaw the permanent replacement of workers involved in a legitimate strike. . .The right to strike without fear of reprisal is fundamental to a democratic society."

"They aren't listening to the teachings of the Pope and their very own Catholic Conference," said Andrzej Steczynski of the Solidarnosc executive council. "It is a big difference in what they say and what they do. Maybe we have a different idea of what Catholicism is than the management" (of the hospital), said Steczynski, also a Catholic.

The Polish delegation attended two rallies in Kentucky to support the workers and joined with them on the picket line. The rallies attracted more than 2,100 supporters.

"Just the thought to have people come from across the world to be with us made us proud," said Local President Keith Bradley.

"The picket line reminded me of years when we were underground," said Ryszard Fiut, president of the Secretariat of Workers in Light Industry. "I wish the strikers success."

The delegates also attended a Stakeholders Meeting in Charleston in support of the 1,700 locked out and "permanently replaced" workers at Ravenswood Aluminum Corp.

Steczynski was outraged to hear of management's action in November 1990, when workers were told to leave at the same time that scabs were bused in, describing it as "manipulation."

"Management tried to explain away what they did by using the loophole in the law," he said. "It is a sign for us that labor laws should be clear and precise that it will be illegal. We should spell it out that they can't be replaced."

The Poles also visited St. Louis and New York City as part of their two-week visit arranged by the AFL-CIO's Free Trade Union Institute. Other members of the delegation were: Janina Bonderska, treasurer of the Brewery Workers and a representative to the Solidarnosc National Commission; Wladyslaw Prygon, president of the Airplane Industry Workers and a member of a Solidarnosc regional board; and Krzstof Maminski, president of the Railway Workers.

— **Muriel H. Cooper**

# Stakeholders press RAC on lockout

**Continued from Page 1**

understandably aren't spending money.

Bishop Bernard W. Schmitt of the Catholic Diocese of Wheeling urged the church to speak out more strongly on the "permanent replacement" issue.

"The role of unions in promoting the dignity of workers is important in Catholic teaching," he told the standing-room-only crowd. "Collective bargaining is essential to protect workers. To replace striking workers on a permanent basis is certainly against the rights of unions and the rights of individuals."

The U.S. House of Representatives has made the first move to protect these rights through the passage of H.R. 5, the Workplace Fairness bill, which would outlaw the practice of hiring "permanent replacements" during an economic strike. The Senate is expected to vote on its version of the bill, S. 55, early this year.

The Steelworkers say much of the blame for the company's tough bargaining position falls on Marc Rich, an international fugitive who has a controlling interest in RAC. Rich, who has fled to Switzerland, has been indicted on more than 40 counts of tax fraud, racketeering and conspiracy in the United States.

Rich also is the subject of an investigation by a House Government Operations subcommittee for his multimillion dollar contract to supply precious metals to the U.S. Mint.

Illustrating the Rich connection, a 15-foot-tall puppet of Mother Jones, the legendary labor organizer, walked through the crowd, admonishing two smaller puppets of Rich and RAC President R. Emmett Boyle.

Local 5668 President Dan Stidham said the union will continue to pressure companies not to use RAC aluminum. "We do not intend to pull up stakes and let scabs take over what took a lifetime to accomplish," said Stidham. "Our first objective is to last one day longer than RAC."

# Labor condemns abuse of human, worker rights in Cuba

The AFL-CIO has joined international labor organizations in demanding an end to the recent wave of arrests and abuses of Cuban union leaders and human rights advocates.

In a letter to Cuban President Fidel Castro, AFL-CIO President Lane Kirkland strongly protested the arrest Jan. 11 of Rafael Gutierrez Santos, general secretary of the UTGC, an independent Cuban trade union. Kirkland also urged Castro to "ensure complete respect for workers rights including freedom of association."

In a statement, the AFL-CIO also condemned the arrest of human rights leaders Gustavo and Sebastian Arcos and "many other brave individuals." The federation insisted that "all detainees (should be) accorded internationally recognized rights of due process and fair trials, preferably with international observers."

Gutierrez was seized by a mob of government supporters, forced to eat some papers and subsequently was arrested by police, the International Confederation of Free Trade Unions said Gutierrez was released Jan. 14.

The ICFTU said it feared "the Cuban regime, faced by the growing support for the free trade unions and increased social discontent, may be planning a widespread crackdown on union and human rights activists."

Gutierrez, 55, a former electrician, has led the UTGC since its founding last October. All the union's leaders have lost their jobs, the ICFTU said, and Indamiro Resamiro Restano, a human rights activist close to UTGC, has been in detention since Dec. 20, facing the trumped-up capital charge of rebellion.

The Cuban Communist Party newspaper, Granma, announced the government had declared war on its opponents and what it called "the squalid and wretched ranks of the internal fifth column." The threats gave rise to international fears that the Castro regime plans to quell all dissent.

The Granma declaration came the day after a firing squad executed the alleged head of a three-man commando team the government said planned a series of terrorist bombings.

# ECONOMY

# Housing starts plummet in '91 economic slump

By John R. Oravec

The roof fell in on the home building industry last year as the recession depressed housing starts to the lowest level in 46 years. At 1.01 million units, starts in 1991 plunged nearly 15 percent from 1990.

New construction of homes could have slipped below the 1 million mark had not lower mortgage interest rates brought a meager uptick in activity in December, analysts said.

The Commerce Department reported that housing starts edged up 2.6 percent in December after slipping 1.4 percent in November. Housing starts have dropped steadily since 1986. In 1990, the Commerce Department logged in 1.19 million starts, but that was 13 percent below the 1989 mark of 1.37 million units.

The fall-off in home building has taken a heavy toll in jobs in recent years. Through much of 1991, the jobless rate in the construction industry exceeded 15 percent, Labor Department data show. The December jobless rate in the building trades was 16.1 percent.

Construction of single-family homes rose 18 percent over the month to an annual rate of 948,000 units in December. But starts of multi-family units plunged 33 percent to 99,000.

Despite the slight December increase, economists with the National Association of Home Builders are forecasting that only 1.2 million new homes will be built in 1992. That is well below the annual average of the last 30 years.

Analysts point out that lower mortgage rates are only one factor affecting the housing market. High unemployment, depressed consumer confidence in the economy and lagging personal income are other factors that will block the door to an upswing in the housing market this year, they said.

Nonresidential construction contracts dropped 11 percent in 1991 to $80.5 billion while residential contracts slipped 8 percent to $97.4 billion, according to the F.W. Dodge division of McGraw-Hill Inc. At the same time, nonbuilding construction was down 2 percent to $48.8 billion.

Combined construction activity declined for the second year in a row, slipping 8 percent to $226.8 billion, F.W. Dodge said.

## Trade deficit eases

The overall foreign trade deficit eased in November to $3.6 billion, the lowest monthly merchandise trade gap since 1983, the Commerce Department reported.

That is the good news. But at the same time, the trade deficit in manufactured goods amounted to $5.7 billion before seasonal adjustment — exceeding the overall deficit by more than $1 billion.

A $2.1 billion surplus in agricultural exports accounted for much of the difference between the total trade deficit and the manufactured goods shortfall. Seasonally adjusted, exports in November rose by $0.3 billion to $37.1 billion, while imports declined $2.4 billion to $41 billion.

In manufactured goods, the United States exported $28.4 billion but imported $34.1 billion.

In trading activity with Japan, the November deficit was $3.4 billion, down $1.2 billion from October. But for the first 11 months of the year, U.S. deficit totaled $39 billion, up $2.3 billion over the 1990 period. In November, U.S. exports to Japan totaled $4.3 billion while imports amounted to $7.7 billion.

The United States imported $3.9 billion in petroleum products, but exports to oil producing nations cut the deficit with OPEC to $0.9 billion in November. Other trade deficits included $1.3 billion with China; $0.8 billion with Taiwan; $0.6 billion with Canada; $0.2 billion with Singapore; and $0.1 billion each with Korea and Hong Kong.

## Productivity gain

The manufacturing sector led the third quarter rise in productivity, the Labor Department reported. Overall productivity grew by 1.1 percent from the second quarter while manufacturing showed a gain of 3.8 percent.

During the July-September period, overall business output rose 1.8 percent while real hourly pay declined 0.2 percent and unit labor costs edged up 1.7 percent.

In the manufacturing sector, output increased 6.9 percent even though real hourly pay fell 0.7 percent and unit labor costs dropped 1.5 percent.

## Inflation down

The weak U.S. economy, high unemployment and flagging consumer confidence held the 1991 rise in retail prices to the lowest level since 1986.

The price index for urban consumers (CPI-U) advanced 3.1 percent over the year while the index for urban wage earners (CPI-W) was up 2.8 percent, the Bureau of Labor Statistics reported. The over-the-year increases in both indexes were about half of the 1990 rise in inflation.

But medical care costs continued to pile up, rising 7.8 percent last year, or almost three times the overall inflation rate.

Despite the slowdown in the rising prices, real average weekly earnings advanced only 0.3 percent last year. But wages continue to lag behind rising prices in the long term, AFL-CIO economist Anne Draper noted. At the end of 1991, real wages were 5.6 percent below December 1980.

## Year of recession

The nation's economy as measured by the gross domestic product sank 0.7 percent in 1991, the first annual decline in the GDP since a 2.2-percent drop in the 1982 Reagan recession.

Preliminary readings of the GDP in the fourth quarter by the Commerce Department showed an anemic annual growth rate of 0.3 percent, but not enough to offset the economic downturn in other quarters of 1991. The GDP is the broadest measure of the nation's economic condition.

Analysts said the fourth-quarter data provided virtually no proof that a sustained recovery from the 19-month-old Bush recession has begun.

Entering 1992, the economy remains flat and the chances of a quick turnaround are remote, said AFL-CIO chief economist Rudy Oswald. He pointed to weakness in most sectors of the economy, including a spate of worker layoffs, declining factory orders and sagging retail sales.

## Consumers remain wary

Consumer confidence in the economy slipped in January to the lowest level since mid-1980, the Conference Board reported. The board's index has been in tailspin through much of the Bush recession and sank to 50.4 last month, a drop of more than 2 points from December.

At the start of 1989, the index had been at the 120-point mark.

The board said confidence in the economy is particularly low among middle-age and older groups. While the index for people under age 35 was at 61.5, the reading was 47.7 for those aged 35 to 54 and only 44 for persons 55 and older.

"People are very concerned about jobs," said Fabian Linden, the board's research director.

In the survey of 5,000 U.S. households, people were asked about the current state of the economy. Only 6 percent of the respondents called the conditions good, 51 percent said they were bad, and 43 percent said they were normal.

Looking to the future, only 18 percent of the households said they expect conditions to improve, 20 percent said they would worsen and 62 percent said they will not change.

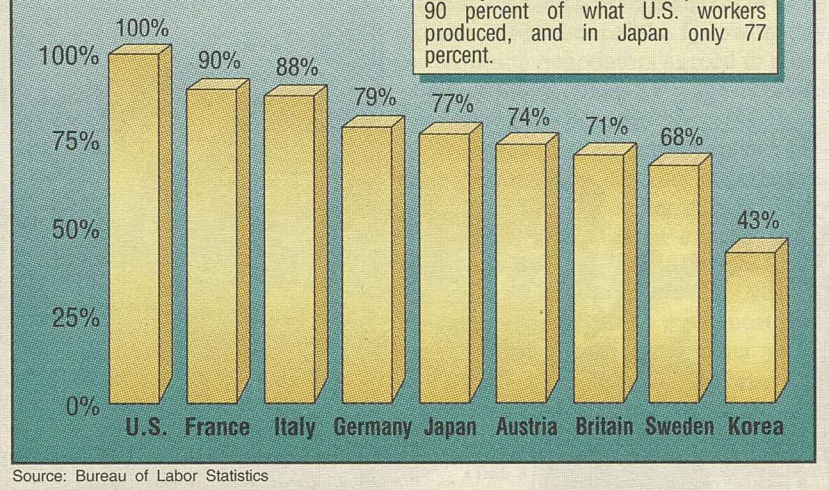
## Significant statistics

an AFL-CIO Newsgrafic

### America leads in productivity

*Gross domestic product per worker as a percent of the U.S. level in 1990*

The U.S. worker produced more value than workers in any other country. Workers in France produced 90 percent of what U.S. workers produced, and in Japan only 77 percent.




Source: Bureau of Labor Statistics

American workers still lead all other industrial nations in productivity, despite the continuing deficit in merchandise trade, according to data compiled by the Bureau of Labor Statistics. U.S. labor costs have actually declined between 1985 and 1990, while rising in all other major trading countries, including Japan, Germany, Britain, Sweden, Italy, Korea and Taiwan. Meanwhile, real wages and benefits for the average American worker slipped 0.4 percent between 1985 and 1990. During the same period, total worker compensation rose 19 percent in Germany, 14 percent in Japan, 12 percent in Britain and Italy, 8 percent in Sweden, 3 percent in France and 2 percent in Canada.

| | |
|---|---|
| **Productivity** | |
| Third quarter '91 (annual rate) | +1.1% |
| Manufacturing | +3.8% |
| **Housing Starts** | |
| 1991 units | 1.01 million (-14.9%) |
| 1990 units | 1.19 million (-13.3%) |
| **Initial State UI Claims Week ended Jan. 11** | |
| Actual | 852,900 |
| Seasonally adjusted | 447,000 |
| **Consumer Price Index, 1991** | |
| CPI-U | +3.1% |
| CPI-W | +2.8% |
| **Foreign Trade Deficit** | |
| November (all items) | $3.6 billion |
| Manufactured goods | $5.7 billion |

### U.S. workers lag in compensation

*Hourly wage and benefit costs for production workers in all manufacturing, 1990*

| | |
|---|---|
| Norway | $21.86 |
| Germany | $21.53 |
| Sweden | $20.93 |
| Switzerland | $20.83 |
| Finland | $20.76 |
| Belgium | $18.94 |
| Netherlands | $18.22 |
| Denmark | $17.85 |
| Austria | $17.01 |
| Italy | $16.41 |
| Canada | $16.02 |
| France | $15.23 |
| U.S. | $14.77 |

Source: Bureau of Labor Statistics

# Unions explore problems, opportunities of ESOPs

*"Employee ownership is like fire. It can keep us warm and cook our food. Or it can destroy our homes and burn us badly. It depends on why it is used, how well it is controlled and who is in charge." — **Thomas R. Donahue***

**By James B. Parks**

Employee ownership, while not a panacea for the problems facing workers, in some circumstances can be one item in the union toolbox to help workers gain a fairer share of the fruits of their labor.

That was the message of a meeting Jan. 23 at the George Meany Labor Studies Center, where representatives from some 20 unions explored the benefits, and pitfalls, of employee stock ownership plans (ESOPs).

AFL-CIO Secretary-Treasurer Thomas R. Donahue warned that many ESOPs often benefit the managers of the company more than the workers. But unions could use the plans to strengthen their collective bargaining rights in companies where the unions become the dominant owner or negoiate the right to buy stock in companies where they currently own none, he said.

"Ownership without power is meaningless," said Jack Sheinkman, president of the Clothing and Textile Workers. Properly developed, ESOPs are a way of adapting to the challenges unions face and of getting a foot in the door to influence policy, he said.

Steelworkers President Lynn Williams urged the participants to use the ownership plans as part of an offensive on the issues to force companies to divulge valuable information or to gain influence over corporate decisions.

And Graphic Communications President James J. Norton stressed that ESOPs should not be allowed to supplant or undermine collective bargaining. Indeed, Donahue said, they should be part of the bargaining process.

The complexity and growth of these plans point to a need for unions to share information and act in concert to guarantee that workers benefit, the speakers said.

The labor movement has a mission to be "a kind of ACLU for our sisters and brothers who are faced with this complicated and risky business," said Donahue. "We need to educate our members, pool our technical knowldge, lobby for laws that serve our best interests and work out strategies."

Unions should continue to share experiences, affect corporate governance, lobby for changes in laws and let people know that ESOPs are part of the unions' arsenal, Williams said.

The federation will continue to serve as a clearinghouse for union experience with the unique problems of employee owners, said John Zalusky of the AFL-CIO's Economic Research Department.

## Newsmakers

Former Flight Attendants President and Executive Council member **Susan Bianchi-Sand** has been selected as the new executive director of the National Committee on Pay Equity. The committee is a coalition of more than 150 labor, women's civil rights, religious and professional organizations working to eliminate sex- and race-based wage discrimination and to achieve pay equity.

**Malcolm R. Lovell Jr.** has been elected president of the National Planning Association. Lovell, former undersecretary of the Department of Labor during the Reagan administration, replaces **Edward E. Masters** at the Washington-based economic and social research institution. Lovell currently serves as moderator of the Collective Bargaining Forum and the Occupational Health and Safety Forum.

Actors' Equity Executive Secretary **Alan Eisenberg** has expressed the association's disappointment in the casting of "Death and the Maiden," scheduled for an April opening on Broadway. While characters have Hispanic surnames, no performing roles or understudy positions have been assigned to Hispanic actors. "While the situations and events depicted in 'Death and the Maiden' may indeed be universal," Eisenberg said, "the exclusion of Hispanic talent from this play is sad, and serves to perpetuate the very real sense of disenfranchisement felt by many of Equity's ethnic minority members over the lack of opportunities on the stage."

Singer **Charley Pride** was to perform a benefit concert with the Musicians of the Oklahoma City Philharmonic Orchestra Jan. 31, with proceeds going to the Musicians Local 375/703. The local's treasury was depleted by a long strike against the Oklahoma City Symphony.

### AWARDS

**Donald L. Barlett** and **James B. Steele** of the Philadelphia Inquirer are the 1991 winners of the Newspaper Guild's Heywood Broun award. Contest judges selected Barlett and Steele for the Guild's top journalistic prize from among 156 entries for their nine-part series documenting how the American dream turned into a nightmare for many people. The award, which is named for the Guild's founding president and carries a $2,000 grant, will be presented to the winners in April. Several entrants also will be feted for honorable mention awards. Barlett and Steele are members of Guild Local 10 in Philadelphia.

### DEATH

**Max Mont,** community activist, civic and labor leader, died at his California home Dec. 15. He was 74.

Mont began his working life in New York City and became deeply involved with the labor movement, most notably with the Electrical Workers. He moved to Los Angeles in 1948, and organized the Emergency Committee to Aid Farm Workers. He later worked with Cesar Chavez and the United Farm Workers, with the Los Angeles County Federation of Labor and set up the area's Religion and Labor Council. In addition, he took part in many human rights organizations and was active in the Jewish community. He was a member of AFSCME Local 800.

Steve Yarmola/AFL-CIO News

**A portrait** of former CIO and UAW President Walter Reuther, unveiled in the federation headquarters where it will hang with other portraits of former AFL and CIO presidents, is admired by (from left) UAW President Owen Bieber; Reuther's nephew, Alan, the UAW's legislative director, and AFL-CIO President Lane Kirkland. The portrait is by artist Joseph Holston.

## Resources

# Asian Pacific American Labor Alliance

### CONVENTION

The founding convention of the AFL-CIO's **Asian Pacific American Labor Alliance** will be held April 30 through May 2 at the Hyatt Regency Capitol Hill in Washington. APALA plans to establish its national headquarters in Washington with local chapters throughout the country. Any active or retired union member in good standing who supports the goals of APALA is encouraged to attend. Delegates applications are due by March 1. For more information, contact Tony Sarmiento at the AFL-CIO Department of Education at 202/637-5144.

### CONFERENCE

The 1992 **Education Conference** will be held at the Hyatt Hotel in Pittsburgh March 16-21. The Education Department and University and College Education Association are soliciting suggestions for plenary and workshop topics as well as creative ideas on format. Contact Ed Czarnecki at the AFL-CIO Educational Department, 202/637-5146, or Chuck Davis at the University of Minnesota, 612/624-7046.

### PUBLICATIONS

A new 103-page **Resource Manual on Workers' Compensation,** produced by the AFL-CIO Department of Occupational Safety and Health, is designed primarily for the use of trade union officials at the state level who are involved in policy determination, lobbying and educational efforts. Copies of the manual are available for $5 each from the AFL-CIO Publications and Materials Office, 815 16th St. N.W., Washington, D.C., 20006.

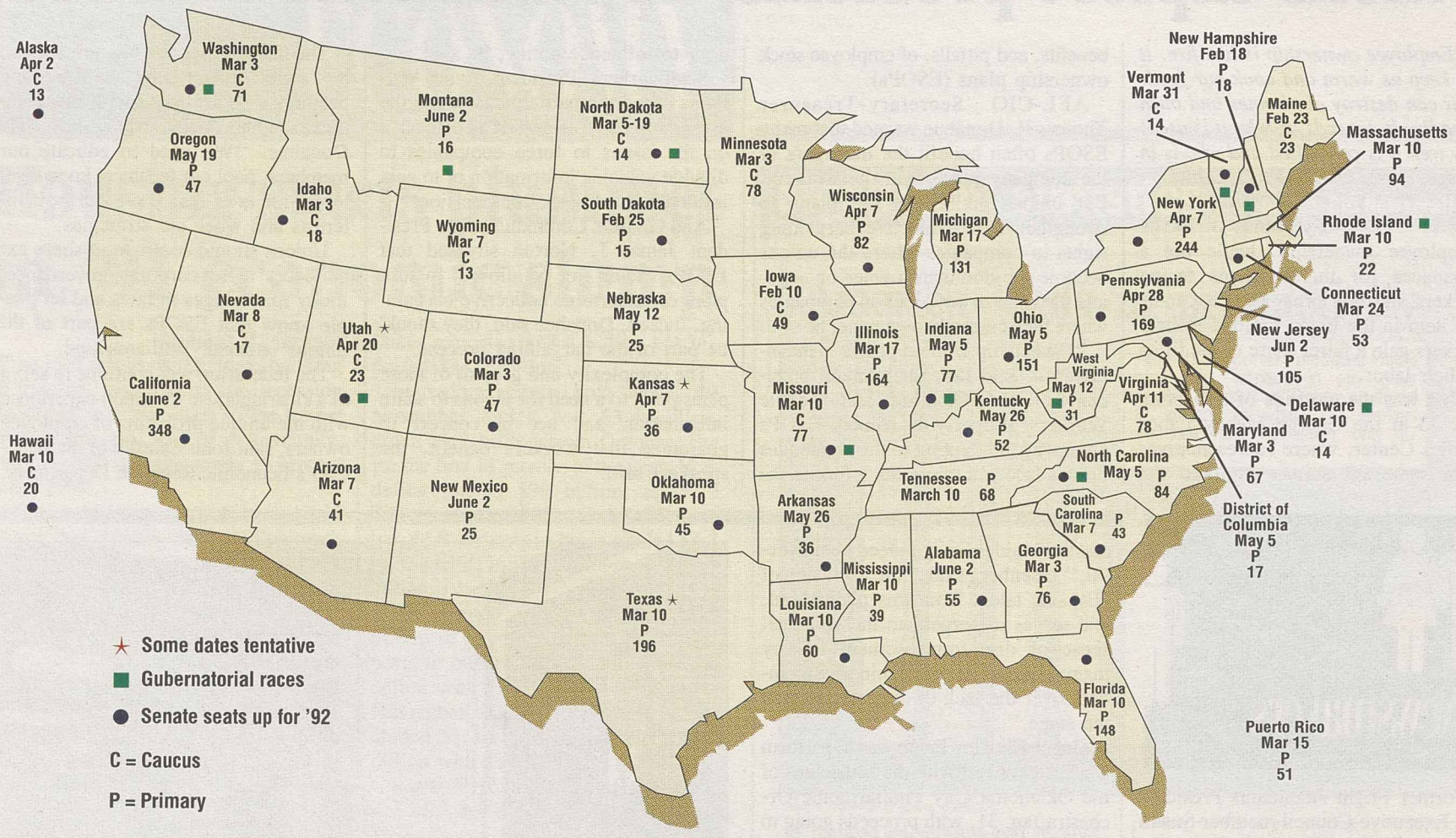
The **LIPA Resource Catalogue** contains listings of all available video, audio and print materials and is available free of charge. Contact LIPA, 815 16th St. N.W., Washington, D.C., 20006.

The AFL-CIO **Guide to Union-Sponsored Scholarships, Awards and Student Financial Aid** lists approximately 3,000 scholarships worth nearly $3 million that are offered directly by individual unions, AFL-CIO state federations and local central bodies. Single copies are available free for union members and $3 per copy for non-members. The guide, published by the Department of Education, is available from the AFL-CIO Publications and Materials Office, 815 16th St. N.W., Washington, D.C. 20006.

**With Just Cause** is a new 512-page book that looks at America's media unions, their legal and historical foundations and their involvement in contemporary social issues. The book is available from the University Press of America, 4720 Boston Way, Lanham, Md. 20706.

**We're Worth It! Women and Collective Action in the Insurance Workplace** traces the ebb and flow of clerical activism in four insurance work settings. The author, Cynthia Costello, director of employment policy for Families USA, shows that when working women are in a position to act, they do — on the job, at the bargaining table, and sometimes on the picket line. Copies are $23.50 at the University of Illinois Press, 54 East Gregory Drive, Champaign, Ill. 61820.

# Election '92 — The Political Calendar




## Democratic Primaries & Caucuses

| Date | State | System | Delegates |
|---|---|---|---|
| Feb. 10 | Iowa | C | 49 |
| Feb. 18 | New Hampshire | P | 18 |
| Feb. 23 | Maine | C | 23 |
| Feb. 25 | South Dakota | P | 15 |
| Mar. 3 | American Samoa | C | 3 |
| Mar. 3 | Colorado | P | 47 |
| Mar. 3 | Idaho | C | 18 |
| Mar. 3 | Georgia | P | 76 |
| Mar. 3 | Maryland | P | 67 |
| Mar. 3 | Minnesota | C | 78 |
| Mar. 3 | Washington | C | 71 |
| Mar. 5-19 | North Dakota | C | 14 |
| Mar. 7 | Arizona | C | 41 |
| Mar. 7 | South Carolina | P | 43 |
| Mar. 7 | Wyoming | C | 13 |
| Mar. 8 | Nevada | C | 17 |
| Mar. 10 | Delaware | C | 14 |
| Mar. 10 | Florida | P | 148 |
| Mar. 10 | Hawaii | C | 20 |
| Mar. 10 | Louisiana | P | 60 |
| Mar. 10 | Massachusetts | P | 94 |
| Mar. 10 | Mississippi | P | 39 |
| Mar. 10 | Missouri | C | 77 |
| Mar. 10 | Oklahoma | P | 45 |
| Mar. 10 | Rhode Island | P | 22 |
| Mar. 10 | Tennessee | P | 68 |
| Mar. 10 | Texas † | P | 196 |
| Mar. 15 | Puerto Rico | P | 51 |
| Mar. 17 | Illinois | P | 164 |
| Mar. 17 | Michigan | P | 131 |
| Mar. 24 | Connecticut | P | 53 |
| Mar. 28 | Virgin Islands | C | 3 |
| Mar. 31 | Vermont | C | 14 |
| Apr. 2 | Alaska | C | 13 |
| Apr. 7 | Kansas † | P | 36 |
| Apr. 7 | New York | P | 244 |
| Apr. 7 | Wisconsin | P | 82 |
| Apr. 11 | Virginia | C | 78 |
| Apr. 20 | Utah † | C | 23 |
| Apr. 28 | Pennsylvania | P | 169 |
| May 3 | Guam | C | 3 |
| May 5 | Dist. of Columbia | P | 17 |
| May 5 | Indiana | P | 77 |
| May 5 | North Carolina | P | 84 |
| May 5 | Ohio | P | 151 |
| May 12 | Nebraska | P | 25 |
| May 12 | West Virginia | P | 31 |
| May 19 | Oregon | P | 47 |
| May 26 | Arkansas | P | 36 |
| May 26 | Kentucky | P | 52 |
| June 2 | Alabama | P | 55 |
| June 2 | California | P | 348 |
| June 2 | Montana | P | 16 |
| June 2 | New Jersey | P | 105 |
| June 2 | New Mexico | P | 25 |

## Senate Seats

| State | Incumbent |
|---|---|
| Alabama | Richard Shelby (D) |
| Alaska | Frank Murkowski (R) |
| Arkansas | Dale Bumpers (D) |
| Arizona | John McCain (R) |
| California | Alan Cranston (D)* |
| California | John Seymour (R) |
| Colorado | Tim Wirth (D) |
| Connecticut | Chris Dodd (D) |
| Florida | Bob Graham (D) |
| Georgia | Wyche Fowler (D) |
| Hawaii | Daniel Inouye (D) |
| Idaho | Steve Symms (R)* |
| Illinois | Alan Dixon (D) |
| Indiana | Dan Coats (R) |
| Iowa | Charles Grassley (R) |
| Kansas | Bob Dole (R) |
| Kentucky | Wendell Ford (D) |
| Louisiana | John Breaux (D) |
| Maryland | Barbara Mikulski (D) |
| Missouri | Christopher Bond (R) |
| New Hampshire | Warren Rudman (R) |
| Nevada | Harry Reid (D) |
| New York | Alphonse D'Amato (R) |
| North Carolina | Terry Sanford (D) |
| North Dakota | Kent Conrad (D) |
| Ohio | John Glenn (D) |
| Oklahoma | Don Nickles (R) |
| Oregon | Bob Packwood (R) |
| Pennsylvania | Arlen Specter (R) |
| South Carolina | Ernest Hollings (D) |
| South Dakota | Tom Daschle (D) |
| Utah | Jake Garn (R)* |
| Vermont | Pat Leahy (D) |
| Washington | Brock Adams (D) |
| Wisconsin | Bob Kasten (R) |

## Gubernatorial Races

| State | Governor |
|---|---|
| Delaware | Michael Castle (R)* |
| Indiana | Evan Bayh (D) |
| Missouri | John Ashcroft (R)* |
| Montana | Stan Stephens (R) |
| New Hampshire | Judd Gregg (R) |
| North Carolina | James G. Martin (R)* |
| North Dakota | George Sinner (D)* |
| Rhode Island | Bruce Sundlun (D) |
| Utah | Norman Bangerter (R)* |
| Vermont | Howard B. Dean (R) |
| Washington | Booth Gardner (D)* |
| West Virginia | Gaston Caperton (D) |

* = not running
† = some dates tentative

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FEBRUARY 3, 1992

AFL-CIO NEWS

# INSIDE


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The president's message disappointed the nation once again, and particularly disheartened the jobless and working families, the AFL-CIO said.

**4** ***State employees seek bargaining rights***
Public employees continue to rally at the state Capitol in Charleston, W.Va., pressing their case for full collective bargaining rights.

**5** ***Rail workers confront union-busting tactics***
Rail unions are working on several tracks to stop carrier efforts to abrogate worker benefits and bargaining rights without compensating them for the loss.

**6** ***Unions get support to 'Stop the Press'***
Nearly 1,000 unionists rally in support of 10 unions under siege from the Pittsburgh Press, which is threatening layoffs in a contract dispute.

**7** ***Families can cash in with tax credit plan***
Working families, including those who lost time in a lockout, strike or period of joblessness, may be eligible for refunds with the Earned Income Credit.

**9** ***Polish unionists bring support, solidarity***
Visiting Polish trade unionists rally with Machinists, who have been "permanently replaced" at Lourdes Hospital in Paducah, Ky.


UNION YES

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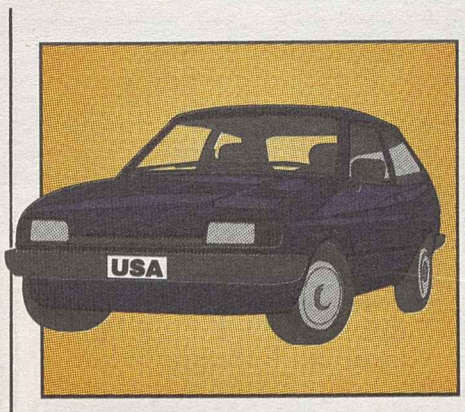


**Union-made** automobiles are featured in the first in a series of American products listed in the AFL-CIO News. **See Page 8.**

# Bush 'voodoo health plan' pads profits, costs

**By Colleen M. O'Neill**

Labor was joined by senior citizens groups and consumer advocates in soundly denouncing President Bush's long-awaited plan for health care reform as doing little to salve the wounds of the nation's uninsured and underinsured population.

The plan, unveiled Feb. 6, employs a patchwork system of vouchers and tax breaks that promises to enrich private insurance companies while sending costs escalating higher and higher.

The government acknowledges that there are more than 35 million Americans without health insurance — with another 50 million underinsured — leaving one in three Americans at risk for catastrophe.

"The administration's rejection of broad-scale reform in favor of voluntary efforts and incremental reform only serves to postpone the inevitable — and opens the door for many more years of shattered lives and wasted resources," the AFL-CIO said in a statement.

"The nation needs reform that provides access to care for all Americans regardless of income or employment."

Bush's reforms "constitute a dangerous approach to health care reform which would increase costs, decrease access to care and destroy what is left of our employer-based system of private health insurance," said John J. Sweeney, president of the Service Employees and chairman of the AFL-CIO Health Care Committee, who dubbed the proposal "voodoo health care."

"Bush took a step forward today by acknowledging this nation's critical health care problem," said Government Employees President John N. Sturdivant, "but turned the clock back on the health care debate by proposing ill-conceived, half-baked, marginal solutions to one of our nation's most serious problems."

Teachers President Albert Shanker said Bush was "feeding hope and starving America's future. The plan is a hollow promise that does nothing to provide adequate health care now or in the future."

**Continued on Page 4**

Steve Yarmola/AFL-CIO News

**Striking members** of OCAW Local 3-689 demonstrate in front of the White House to protest the abolition of seniority rights and the hiring of untrained workers at an Energy Department nuclear facility in Ohio. **See story, Page 5.**

# Kirkland: Create jobs, fair tax plan

**By Mike Hall**

Jobs, not tax cuts, are the best way to move the U.S. economy out of the Bush recession that has left some 16 million Americans without work, AFL-CIO President Lane Kirkland told the House Ways and Means Committee.

"While tax cuts are not the best form of economic stimulus at this juncture, working taxpayers of moderate means clearly need and deserve a tax cut on equity grounds," Kirkland added. "It should be paid for by means of higher taxes on the well-to-do.

"The AFL-CIO believes that making the tax system more equitable is a great idea," Kirkland testified. "Lord knows working Americans deserve a break, especially after the past decade of struggling to hold their own while the wealthy reaped huge benefits from the Reagan-era tax policies."

The House is expected to vote on tax legislation by the end of February. One option will be a Democratic-sponsored package built around a middle-class tax cut paid for by a tax increase on the wealthiest of taxpayers. That bill is expected to be drafted by this week.

The Republicans, on the other hand, have been in disarray. First they backed Bush's State of the Union proposals for a capital gains tax cut and other supply-side policies. After conservative GOP members offered a greater tax break to the wealthy, the White House "streamlined" its package to drop tax cuts for middle-class families and pushed a plan aimed at business tax breaks.

As to Bush's plan, Kirkland noted, "The American people want beef and the president offers sushi."

"Needless to say, the AFL-CIO strongly opposes the president's capital

**Continued on Page 3**

# Labor blasts Bush's budget gimmickry

**By John R. Oravec**

After 19 months of economic stagnation, President Bush's budget for fiscal year 1993 is flawed with misplaced priorities and fails to provide an effective formula for a broad-based recovery, the AFL-CIO warned.

Federation economists raised these concerns about some key features of the $1.5-trillion budget:

- Tax cuts for the wealthy and big business, partially offset by modest reductions in defense spending.
- Little stimulus for the ailing economy or needed public investment.
- Budgetary gimmicks, like accrual accounting, to mask the true size of the federal deficit.
- Shifts in spending to politically popular election-year programs, such as education, Headstart and the environment, with the termination of 300 other programs, including Trade Adjustment Assistance for workers whose jobs are wiped out by imports.
- Questionable economic forecasts.

Bush's budget for the next fiscal year, which begins Oct. 1, calls for a spending increase of $42 billion, or 2.8 percent, more than the fiscal 1992 level. Revenues would amount to about $1.2 trillion, up some 8 percent, resulting in a deficit of $352 billion. The deficit would actually be $419 billion if the Social Security fund reduction were counted.

The budget provides for $3.6 billion in tax reductions, including investment tax allowances, "passive loss" relief for real estate and a first-time homebuyer tax credit.

Bush's proposed capital gains tax cut would deliver 84 percent of its benefits to individuals making more than $100,000 a year. The "passive loss" tax break would benefit only people rich enough to hold capital and would reverse 1986 reforms that eliminated ineffective real estate tax shelters.

The Congressional Budget Office said a capital gains tax cut would fail to stimulate new investments while rewarding old investments and dampen-

**Continued on Page 6**

# POINT OF VIEW

## *Mexican disregard for worker rights exposes fallacy in 'free trade' talks*

The reality of worker abuse in Mexico was on display for the world to see in early February, underscoring labor's point that the proposed North American Free Trade Agreement will hurt workers on both sides of the border.

Disregarding international standards for workers rights, the Mexican government brandished an iron fist against workers seeking better wages and working conditions at maquiladora plants in Matamoros, Mexico.

Two days after President Salinas met with representatives of the Maquiladora Association of Matamoros, who expressed their concerns about a series of strikes among the 62 mostly U.S.-owned plants, Mexican police arrested Agapito Gonzalez Cavasos, the union leader who called the strikes and who negotiated agreements gaining 25.4 percent wage increases.

The arrest ostensibly was on a years-old tax evasion charge, but the evidence clearly points to a more sinister intent: to intimidate and to silence Mexican workers. Indeed, as noted by Fidel Velasquez, head of the Mexican union federation (CTM), the old tax charge against Gonzalez had been dismissed.

"The CTM is convinced that he has not committed any petty crime and that the arrest is the result of pressure from employers," he said. AFL-CIO President Lane Kirkland sent a letter to Valasquez pledging the federation's support and the International Metalworkers Federation also protested the arrest to the Mexican government and notified its affiliates worldwide of the outrage.

The arrest drew an angry response from UAW President Owen Bieber, whose union had sent a $15,000 check in solidarity with the strikers. Three of the struck plants were owned by General Motors and others were owned by Trico, Eaton, Zenith and United Technologies.

"The arrest of a top union leader in the midst of crucial negotiations is conduct we have come to expect in countries such as South Africa and Korea — countries known for their repression of workers and unions," Bieber wrote in a letter to Mexican Ambassador Gustavo Petrocioli.

The outrage was compounded by the response of maquiladora association managers, who openly bragged about how much easier it will be to get settlements with Mexican workers in Matamoros now that Gonzalez was out of the picture.

In an interview with a reporter for the Brownsville (Texas) Herald, one maquiladora official warned other union leaders that they had been put on notice that "there are always skeletons in the closet and people who might be in the way of economic growth" will not be tolerated by the government.

Workers in Matamoros are a little better off than workers in other maquiladoras; they have a wage rate of about $1 an hour instead of the 60 cents paid by the same employers in Reynosa. That is attributable to bargaining by the Union of Day Laborers and Industrial Workers, of which Gonzalez is secretary general.

> *One maquiladora official warned other union leaders that they had been put on notice that 'there are always skeletons in the closet and people who might be in the way of economic growth' will not be tolerated by the government.*

When Gonzalez led between 12,000 and 15,000 members of his union on strike against nine maquiladora plants in Matamoros on Jan. 27 and 28, eight of the companies settled within hours, agreeing to the 25.4 percent wage increases in the wake of an 18 percent inflation rate in Mexico in 1991.

The arrest came two days before a strike deadline for 33 more maquila factories. The deadline was postponed twice before the companies agreed to new contracts that provide wage increases of 24.4 percent. Nevertheless, the arrest had a chilling effect on bargaining rights, not only in Matamoros, but at other locations where negotiations were under way.

Maquila officials were elated with the apparent demise of Gonzalez, according to the Herald report. "There were big smiles on everybody's face," said one. "This is a chance to put a stop" to Gonzalez.

Gonzalez is 75 and not in good health. Reports say that after his arrest, he was flown directly to a hospital in Mexico City, where he was held under armed guard without being charged. On Feb. 6, a judge in Matamoros ordered his arrest on the tax evasion charge, which reportedly dates from 1988.

President Bush and his trade negotiator Carla Hills should insist that this blatant disregard for the rights of workers and their unions will not stand. But having already shown callousness to the concerns of American workers and the prospect of massive U.S. job loss, the administration continues to blindly plow ahead on this reckless course, guided only by its worship of free markets.

The Mexicans, who began talking "free trade" at the same time they were excluding oil from the negotiations, will continue to speak for their industrial clients, as will the Bush administration negotiators. And no one at the table will speak for the workers, on either side of the border.

**— Michael Byrne**

## Studies link unions, U.S. competitiveness

**By Sharolyn Rosier**

Unions, sometimes reviled as part of the U.S. competitiveness problem, actually are part of the solution, according to a new book by the Economic Policy Institute.

The book, "Unions and Economic Competitiveness," includes essays and studies by several experts who debunk the notion that unions have worsened the trade deficit, harmed company performance or impeded the introduction of new technology.

"Among firms seriously trying to improve innovation, output and quality, unionized companies have a better track record of success than nonunion companies," editors Lawrence Mishel and Paula Voos conclude in the book introduction.

Voos and Rutgers Labor Studies Professor Adrienne Eaton present evidence that unions increase competitiveness through new forms of worker participation in management, team production, quality circles and new compensation schemes. These innovations give workers an independent voice in workplace decisions and help to guarantee that workers share in the resulting gains in productivity and profitability.

These employee-participation programs are significantly more successful in union plants, according to a study of 1,015 U.S. manufacturing companies by Bennett Harrison and Maryellen Kelley. Without a union presence, labor-management committees tend to reach policies that do not succeed in improving productivity, say the authors, who conclude that these efforts fail because they favor the authority of management over workers.

Dale Berman, associate professor of economics at the University of Wisconsin-Milwaukee asserts that it is "the handling of conflict, not unions, which affects productivity. Employers lacking the support of their labor force cannot avail themselves of employee loyalty and intelligence to improve the product or production methods. Conversely, high trust/low strife environments provide a foundation for improving efficiency."

Berman believes cooperative programs between labor and management will foster less conflict and a more productive relationship between labor and management, citing the UAW program with Ford and General Motors, which includes restructuring work, improving workers' knowledge of the industry and protecting the jobs of employees.

Mishel, EPI research director, and Voos, University of Wisconsin economics professor, point out that nations that represent the greatest challenge to U.S. producers in world trade have equaled or surpassed the United States in wages, benefits and public services provided to their workers — and in the degree of unionization.

Instead of abandoning unions and imitating low-wage countries, they say, the United States should examine the policies of internationally competitive countries that have successfully combined high wages, strong labor unions and "high performance business systems."

*To order copies of Unions and Economic Competitiveness, contact M.E. Sharpe, Inc. at 800/541-6563. The cost is $16.95 for paperback and $37.50 for cloth.*


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**Lane Kirkland,** PRESIDENT
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# LEGISLATION

## AFL-CIO urges fairness in tax code

Continued from Page 1

gains tax cut, which would mean that the earned income of working people would be taxed at a higher rate than investment income,'' Kirkland said.

Instead, Kirkland called for a fiscal stimulus program ''that puts people back to work now. America's 16 million jobless have no use for tax breaks and they simply cannot afford to wait and see if tax breaks for others trickle down to them.''

The AFL-CIO has proposed an economic recovery package that includes fiscal stimulus to rebuild the infrastructure and provide new jobs, equitable tax laws, health care reform, fair trade, industrial and investment policies and improved unemployment benefits.

The federation opposes the administration's proposed child exemption because it provides extensive aid for upper-income families and little or no help for those who need relief the most, Kirkland said. An alternative bill introduced by Rep. Thomas Downey (D-N.Y.) benefits all children with an equitable, refundable tax credit, paid for by a tax on the wealthy, he said.

The president has proposed paying for his tax cuts for business and the wealthy with the money saved from huge cuts in domestic programs such as Medicare, Kirkland said. The White House budget also contains accounting tricks and even claims that a capital gains tax cut will produce revenue, a notion debunked in a study by the Citizens for Tax Justice.

The one plan from the White House that would put money into everybody's pocket right away is more of a con game than anything else, Kirkland said.

The administration proposes a change in federal tax withholding tables so that less of the money you owe Uncle Sam will be taken out of each paycheck. That won't reduce the end-of-the year tax bite, but would mean a smaller refund or the prospect of owing taxes because not enough was withheld.

Steve Yarmola/AFL-CIO News

**Lane Kirkland:** "We don't need this debate. We need jobs."

A proposed tax cut sponsored by House Ways and Means chairman Dan Rostenkowski (D-Ill.) ''may be modest, but at least working Americans won't have to pay the government back after the elections, which is exactly what the Bush withholding scheme would have them do,'' Kirkland testified.

Bush also proposed a $5,000 tax credit, spread over two-years, for first-time home buyers, which received much attention as a way to spur home construction and help families. But proposed legislation in the House Banking Committee (H.R. 4073) would be more effective for first-time home buyers, Kirkland said, because the Bush proposal assumes a family has the cash needed to meet down payments and closing costs.

The president's other main tax points — changes in the minimum alternative tax, the passive-loss rule and the creation of an investment tax allowance — are attempts to re-open tax loopholes and shelters narrowed under previous regulations and legislation. Reopening those loopholes would amount to giving tax breaks to large corporations and wealthy individuals, he added.

Kirkland also warned legislators against ''a tax-cut bidding war of the kind the nation is still paying for that occurred in 1981. The AFL-CIO opposes any outcome which will amount to a Christmas tree of tax breaks for business and the well-to-do,'' he said.

''Frankly, a recession-weary nation does not need this debate,'' Kirkland said. ''What it needs—right now—is jobs. And the only way to create those jobs quickly is through a program of government fiscal stimulus — 'priming the pump' with an immediate shot of direct government spending for job creation and for maintaining the purchasing power of the unemployed.''

The federation has recommended an overall fiscal stimulus program in the neighborhood of 1 percent of Gross National Product — about $60 billion — to be spent on desperately needed public works projects such as roads, airports, housing, schools and other public facilities.

Some of that money, Kirkland pointed out, ''should be spent on ready-to-go projects for infrastructure. Some should go to state and local governments to forestall further cutbacks.

## UAW meeting sees political opportunities

The message, written on banners, T-shirts and caps worn by delegates to the UAW's annual Community Action Program, was ''Buy American'' and ''Take America Back.''

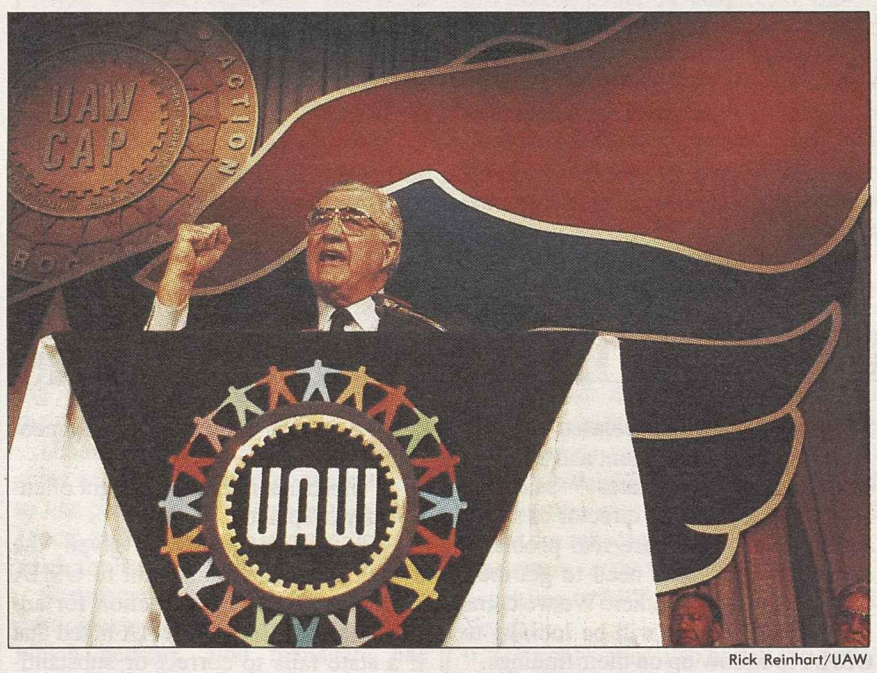
And the political message, as outlined by Sen. Donald W. Riegle Jr. (D-Mich.), is to elect a president with ''a different attitude about working people.''

UAW President Owen Bieber told the 1,200 delegates that ''this year we really do have a chance to make a clean break with the 11 sorry years we've endured since Ronald Reagan took office. The stakes have never been higher or the opportunity greater.''

Bieber addressed recent comments by Japanese officials critical of American workers. ''I damn well resent it,'' he said, ''when some American-bashing official in the government of Japan says American workers are lazy.''

The conference reviewed the 1992 legislative objectives of the union:

- A comprehensive health plan for all Americans.
- Comprehensive reform of federal workplace safety and health laws.
- Passage of S.55, the Workplace Fairness bill.
- A fair trade policy to save American jobs.
- An equitable budget and tax program.




Rick Reinhart/UAW

**UAW President** Owen Bieber outlines legislative goals.

The conference included a series of workshops addressing these topics, and delegates also visited congressional offices to urge passage of this legislation.

Other speakers included presidential candidates Sen. Tom Harkin (D-Iowa) and former Massachusetts Sen. Paul Tsongas, along with Sens. Paul Sarbanes (D-Md.), Wendell Ford (D-Ky.) and Harris Wofford (D-Pa.). Also speaking were Reps. Eleanor Holmes Norton (D-D.C.), Patsy Mink (D-Hawaii), Marcy Kaptur (D-Ohio), Jose Serrano (D-N.Y.), William Ford (D-Mich.) and John Lewis (D-Ga.).

## Capitol Digest

In a move to correct another of the messes created by the Reagan-Bush deregulation frenzy in the 1980s, the Senate passed AFL-CIO-backed legislation that would place some controls on the skyrocketing cable television rates.

The bill, S.12, which passed by a veto-proof 73-18 margin, would place new and tougher regulations on cable companies. These companies, deregulated in 1984, now have no competition in some 99 percent of the communities they serve. As a result, cable television rates have soared 56 percent in the last four years.

The people most affected by the climbing cable rates are those elderly on a fixed income, AFL-CIO Legislative Director Robert M. McGlotten pointed out in a letter to the Senate.

''Television is a major source of entertainment and stimulation for elderly union members,'' McGlotten said. ''The cost of cable makes it an increasingly expensive luxury.''

The bill allows local governments to regulate basic cable rate increases where there is no competitive system. The House Energy and Commerce Committee is expected to mark up its version (H.R. 1303) in the spring.

Free television viewers would also benefit from the bill. Currently cable companies are allowed to take signals broadcast by free local television stations without permission or compensation to the local stations and retransmit them at a profit as their own product. This means the television stations, in effect, subsidize the cable companies with whom they compete.

Under the bill, local stations could require cable systems to negotiate for the right to retransmit those signals.

Elsewhere on Capitol Hill:

**CHINA**—The Senate may act soon on a conference report that sets strict worker and human rights conditions for China to meet in order to maintain its most-favored-nation trading status. Among the conditions in the AFL-CIO-backed bill are the release of political prisoners, including workers arrested in the crackdown after the Tiananmen Square massacre and the halt of exports to the U.S. of goods made by slave labor.

The House approved the conference report last November. The president has threatened to veto the bill.

**RETIREMENTS**—Two California Democratic congressmen who have voted with organized labor 94 percent of the time, according to COPE voting records, announced their retirements. Rep. Ed Roybal, 75, chairman of the appropriations subcommittee on the Treasury and Postal Service, will retire after 30 years on the Hill when his term is up. Rep. Mervyn Dymally, 66, also announced his retirement plans. First elected to Congress in 1981, Dymally, is the chairman of two panels: the foreign affairs subcommittee on Africa and the District of Columbia subcommittee on Judiciary and Education.

# Bush health plan would run up profits, costs

**Continued from Page 1**

"Vouchers and tax deductions are more gimmicks in Bush's bag of tricks to create false hope for the poor and uninsured."

The UAW and Communications Workers also said the administration's plan was flawed, and only worked on the margins of true health care reform.

In addition to organized labor, congressional Democrats and interest groups were critical, calling the president's plan inadequate and questioning the lack of specific financing mechanisms.

The foundation of the Bush plan rests on using the savings gained through holding down Medicare and Medicaid costs to finance vouchers worth up to $1,250 per individual or $3,750 per family. Those vouchers would be given to low-income families to help them purchase health insurance.

However, the full amount would go only to those below the poverty line, and anyone whose employer contributes to their health insurance would have to subtract the amount of that contribution from the claimed deduction or credit.

A study by the AFL-CIO Department of Employee Benefits reveals that, in order to obtain health care insurance using only the Bush vouchers, families and individuals ages 30-44 would only be able to purchase a policy with a $2,500 deductible. That means the insured would have to spend that amount before insurance companies would even begin paying the bills.

The plan includes no catastrophic cost protection or coverage for long-term care or prescription drugs. Co-payments and deductibles remain in place. In addition, the Bush plan features added federal tax deductions for insurance premiums, malpractice and small-market reforms, and encourages the use of managed care.

Critics of the Bush plan point to the lack of specific financial mechanisms as one of its biggest flaws. The Bush administration's penchant for fuzzy numbers-crunching never was more apparent than at a briefing on the plan by Health and Human Services Secretary Louis Sullivan, who, when pressed by reporters, could not come up with specific numbers or areas that would be targeted to help pay for the proposal.

The plan does call for a cap on federal payments to states for Medicaid, decreasing each year through 1997.

Equally lacking are provisions for concrete cost containment. As the AFL-CIO pointed out, "encouraging the use of managed care without capital budgeting or other cost-control mechanisms, as the president proposes, encourages tighter squeezes on those who need health care, both physically and economically, rather than contained costs. Absent comprehensive strategies, it would further shift costs to working Americans."

"Without guaranteed universal access and a way to contain costs," said Karen Ignagni, AFL-CIO director of employee benefits, the plan falls down. It would exacerbate health care cost increases and encourage continued cost-shifting.

"I don't think many will find this plan acceptable — I think it misses the mark," she said.

# Teachers call for legislation to aid children

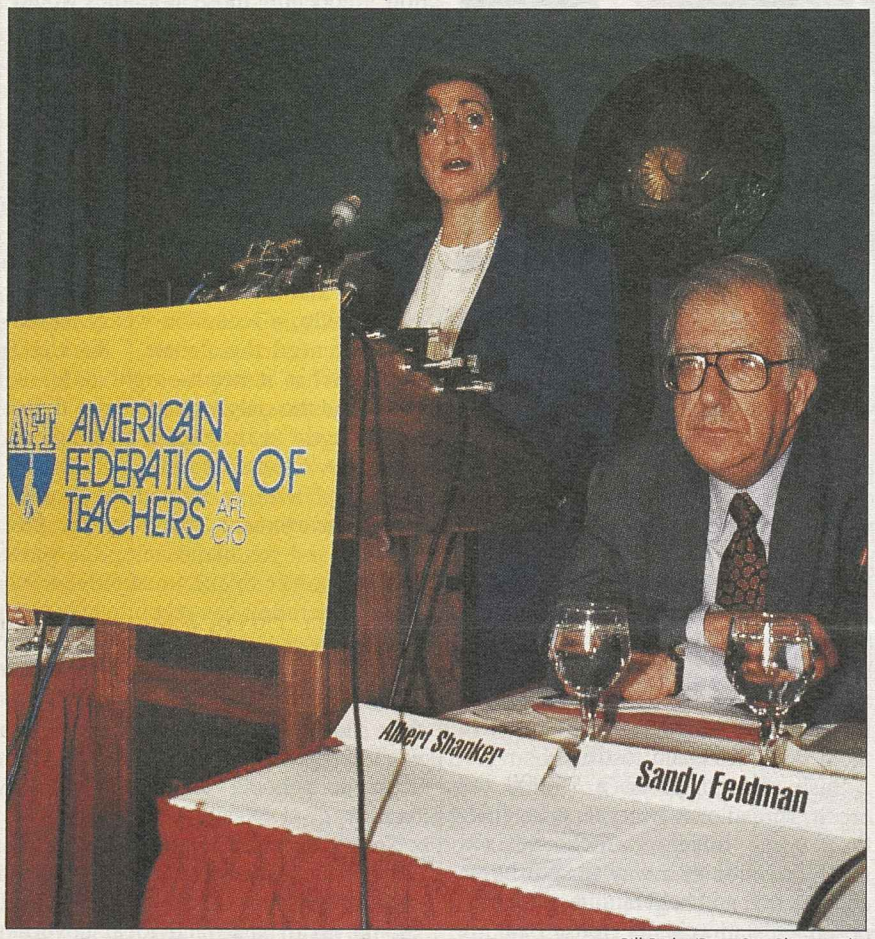
Congress and the Bush administration must declare a "state of emergency for children in crisis" and take action to end the ravaging effects of poverty on the nation's children, the Teachers said.

AFT President Al Shanker outlined the findings of a two-year study by the union and noted that children are "coming to schools hungry and sick, and that means they're not prepared to learn."

The union's task force on children in crisis has proposed a 10-point, $10.5 billion legislative program to address children's education, food and health care needs. The plan calls for funds for education programs for disadvantaged children; health clinics to be established in or near schools; expanded programs for handicapped children; increased funds for the Head Start preschool program; and a comprehensive public works project to rebuild schools.

AFT Vice President Sandra Feldman, who led the task force, said a pattern of "neglect and indifference" by the federal government "is destroying this nation's children, in big cities and small towns alike."

Feldman, who is president of New York's United Federation of Teachers, joined Shanker and six AFT local officers in pressing Congress and the president to consider the growing needs of children as they would any other national crisis.




Bill Burke/Page One Photography

**AFT Vice President** Sandra Feldman outlines 10-point legislative program. At right is AFT President Albert Shanker.

"Teachers can and should be held accountable," Feldman stressed. But "no one should ask teachers to shoulder the burden of improving education alone," while children's health services are declining and schools are falling apart, she said.

The report noted that the percentage of children living in poverty has increased from 17 percent in 1975 to 21 percent today, and is expected to exceed 23 percent by the end of the decade.

Feldman called on the Bush administration to "put resources, not just rhetoric" behind the President's education goals. "What we're talking about is investing for basic changes," she said.

# EIC credits require filing of tax forms

In order to receive all the benefits of the Earned Income Credit program, eligible taxpayers must file both a 1040 or 1040A, along with a Schedule EIC. Even those who owe no tax must file these forms with the IRS to receive their credit.

Eligible taxpayers for the EIC program, now in its fourth year and newly expanded, are those whose income was less than $21,250 — including taxable and non-taxable income — and whose households included a qualifying child for more than six months.

Additional benefits are available for those who paid health insurance premiums for a qualifying child and those who had a child born in 1991.

The IRS has three tests to determine the status of a qualifying child — age, relationship and residency.

Those workers who do not owe income tax do not have to file by April 15, and all taxpayers claiming the EIC have the option of letting the IRS compute the credit for them by filling out only three lines on the Schedule EIC.

However, those families eligible for the credits beyond the basic one may not receive all funds to which they are entitled if they fail to provide the IRS with all necessary information.

Equally important for some families is the fact that the tax credit does not count against income limits for Aid to Families with Dependent Children, nor is it counted to determine income eligibility or benefit levels in Medicaid, Supplemental Security Income, food stamps or all low-income housing programs.

In addition to the lump-sum distribution of EIC funds, taxpayers may get the Advance Earned Income Credit in regular paychecks during the year — making paychecks bigger. If taxpayers qualify for the EIC for 1992, they may file Form W-5, Earned Income Credit Advance Payment Certificate, with their employers. The employers then include part of the basic credit in each paycheck.

Publication 596 from the IRS explains all the rules to qualify for and claim the EIC and is available by calling 800/829-3676.

Taxpayers who would like free one-on-one help from the Volunteer Income Tax Assistance program, or who would like to ask a question of an IRS tax assistor may call 800/829-1040.

—Colleen M. O'Neill

# States ordered to fix flawed safety plans

The Occupational Safety and Health Administration has given states until March 1 to address deficiencies found in a review of state-administered workplace safety programs.

Problems found in the 22 jurisdictions included non-timely issuance of standards; too few inspections conducted; too low a percentage of serious, willful and repeat violations and inadequate corresponding penalties; insufficient abatement verification and timeliness; and too few compliance officers.

The review of the plans of 20 states, Puerto Rico and the Virgin Islands came in the wake of the tragic fire at the Imperial Foods Products plant in Hamlet, N.C., in which 25 workers were killed. Deficiences in the North Carolina plan prompted OSHA to assert concurrent jurisdiction over that state program.

The latest review, released Jan. 31, found "weak enforcement and a lack of inspections by the states," said Peg Seminario, AFL-CIO director of safety and health. "There are real problems out there, and states need to get their programs pulled together. We welcome this review and we will be looking to OSHA to follow up on their findings."

Acting Assistant Administrator for OSHA Dorothy Strunk outlined five criteria a state plan must meet to be classified as effective:

- Adoption of comparable standards within six months of federal promulgation.
- Compliance staffing levels in line with approved benchmarks.
- Enactment of a seven-fold penalty increase parallel to the 1990 amendments to the federal Occupational Safety and Health Act.
- A system for assuring abatement of hazards.
- Mechanisms to ensure right of entry at workplaces.

Each jurisdiction was given the March 1 deadline to submit to OSHA a timetable and plan of action for addressing deficiencies. OSHA noted that if a state fails to correct or substantially improve deficient areas, it could face withdrawal of approval to run its own plan.

In addition to Puerto Rico and the Virgin Islands, the states reviewed were Alaska, Arizona, California, Hawaii, Indiana, Iowa, Kentucky, Maryland, Michigan, Minnesota, Nevada, New Mexico, Oregon, South Carolina, Tennessee, Utah, Vermont, Virginia, Washington and Wyoming. Safety and health plans in other states come under direct OSHA regulation.

# Pension aim: furthering labor goals

## *Moral obligation of funds explored*

**By James B. Parks**

Union pension funds have a moral obligation to seek investments that create jobs, improve social conditions and generate a reasonable return.

That was the message of an AFL-CIO Pensions-Net Conference Jan. 29-30 in Washington, where representatives of some 36 federation affiliates discussed how to carry out their fiduciary responsibilities while making economically targeted investments that further labor's goals.

"We must never forget the fundamental fact about employee benefit plans: We are major owners of corporate America with untapped power to affect the way this nation conducts its business. We are positioned to support corporate strategies that will lead to long-term value," Clothing and Textile Workers President Jack Sheinkman told the conference.

The numbers show how much power pension funds could wield, AFL-CIO Secretary-Treasurer Thomas R. Donahue said. Pension funds overall have grown more than 500 percent since 1978 and are expected to double again before the end of the decade, he said.

Americans have an estimated $3 trillion in private pension funds, he added. Of that amount, single-employer plans have some $2.7 trillion worth of assets, and multiemployer plans — the group includes most jointly trusteed plans — have about $316 billion in value.

"It used to be that a good fiduciary could buy an investment, sit back, and watch it grow. That's no longer true," Donahue said. "The days of passive investors deferring to management are disappearing, and we say good riddance to them."

There is a difference between the trade union movement's pension funds and most others, Donahue said. "We judge our investments not only by their return and their security, but also by their broader social effects, and we have labored to encourage the public funds to give attention to those same social concerns."

Unions must use their corporate governance rights as an asset to create long-term value and to defend against the short-sighted speculation of corporate raiders or the unproductive plans of entrenched managers, Sheinkman said. Otherwise, many companies will be lost and union workers will be hurt.

Such a strategy should be based, he said, on the AFL-CIO's proxy voting guidelines, which ACTWU uses. These guidelines "define a broader path to shareholder value, taking into consideration the totality of employee interests. They arm fiduciaries with a new standard to which our money managers will be held accountable."

In his keynote address, Bricklayers President John T. Joyce said in order for unions to fulfill their role in protecting workers' pensions and advancing labor's goals, they need to explore new ideas that take advantage of the economic uncertainty of the 1990s. Joyce is chairman of the AFL-CIO's Pension Investment Committee.

He called for federal and state guarantees for targeted investments, new approaches to bargaining to address administrative controls and benefit security, protective state legislation that addresses public employee pension concerns and a policy of holding elected officials accountable for their positions on pensions.

Unions need new investment relationships and institutions to pool assets and to use pensions as an organizing tool, Joyce said. Some 56 percent of the work force is not covered by pensions.

Sheinkman, Donahue and conference participants cited several instances in which pension fund managers had formed coalitions with management or other stockholders to change corporate behavior or to invest in socially beneficial projects.

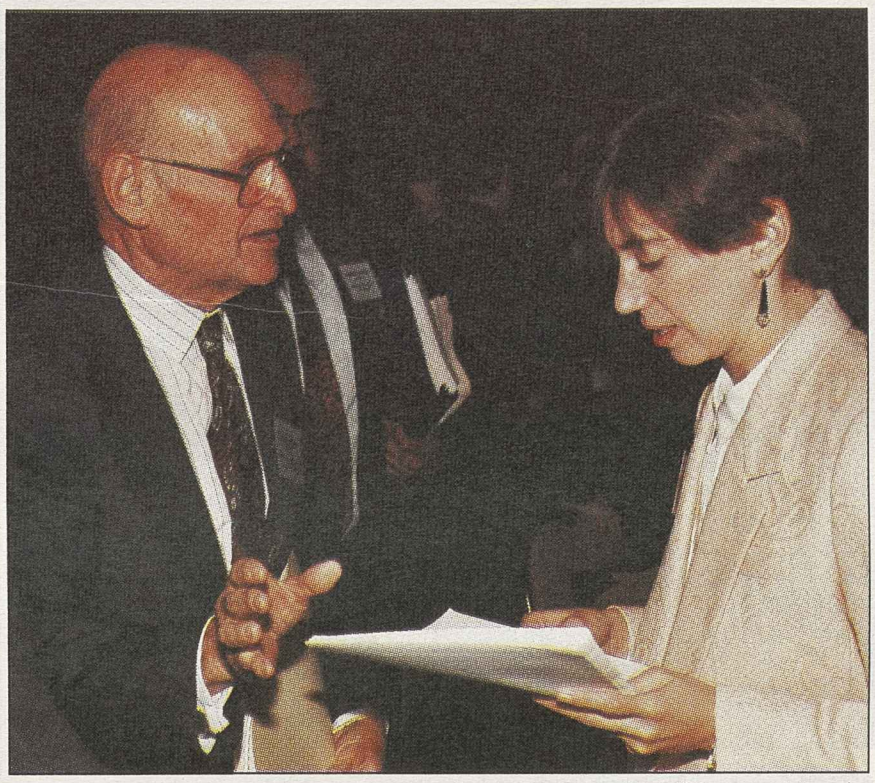
For example, the Carpenters sponsored a successful resolution seeking confidential shareholder voting at American Airlines and ACTWU convinced J.C. Penney to report on its affirmative action policies.

In Minneapolis-St. Paul, the pension funds of four unions joined with other institutions to finance affordable mortgages for middle-income families. The Sheet Metal Workers created a $30-million fund to make investments that would lead to more union jobs in heating, ventilating, air conditioning and asbestos removal.

In Philadelphia, the Teachers helped bail out the city by buying bonds that saved the school system and union jobs. The return on the bonds was 27 percent, according to AFT Vice President Albert Fondy.

The conference also hailed the AFL-CIO's Housing Investment Trust as one type of investment that benefits union members while helping to provide needed affordable housing.

The participants also heard two key federal pension officials, Assistant Labor Secretary David Ball and Pension Benefits Guaranty Corp. Executive Director James B. Lockhart explain the government's plans for revising pension regulations and for guaranteeing that workers' pensions are safe during company bankruptcies.



Raymond Crowell/Page One Photography

**ACTWU President** Jack Sheinkman discusses pension policies with Meredith Miller of the AFL-CIO Department of Employee Benefits.

## *Carpenters' 'pension power' supports MacBride Principles*

In a major boost to the campaign for justice in Northern Ireland, the Carpenters have adopted a policy of using the power of its pension fund investments to sponsor resolutions in annual stockholder meetings supporting the MacBride Principles.

The union and the New York City Employees Retirement System are co-sponsoring resolutions asking four companies in which their pension funds own stock to apply the principles in their operations in Northern Ireland, said Ed Durkin, Carpenters' special projects director. The companies are General Motors, Ford, the 3M Co. and the Interpublic insurance firm.

The fact that the Carpenters are exerting their "pension power" in this way is "a sign of growing assertiveness in the labor movement over how workers' money is invested," said Joseph Jamison, executive director of the Irish-American Labor Coalition.

The Carpenters' action comes after union pension fund trustees patiently and methodically "sensitized" management trustees to the problem, Durkin said. "We think it will have a positive effect on corporate attitudes generally when management and labor speak with one voice on human rights issues at annual meetings," he said.

In a related matter, the New York State Teachers Retirement Fund decided Jan. 28 to vote its proxies in favor of any MacBride resolutions at annual stockholder meetings.

The AFL-CIO Executive Council in 1985 endorsed the principles, which were developed by human rights activist Sean MacBride to end employment discrimination against the Catholic minority in Northern Ireland. U.S.-based companies employ up to 11 percent of the total labor force there, according to a Carpenters' statement.

In 1990, a labor delegation led by AFL-CIO Secretary-Treasurer Thomas R. Donahue visited Northern Ireland under the auspices of the Irish Congress of Trade Unions. The delegation's report to the Executive Council urged continued support for the principles despite the enactment of a new Fair Employment Act. That act falls far short of labor's goals, the report said.

# OCAW strikers seek justice at DOE plant

More than 240 striking Oil, Chemical and Atomic Workers from a Department of Energy uranium enrichment plant rallied in Washington to protest their employer's abolition of seniority rights and its endangerment of the nearby community by hiring untrained workers.

After an overnight drive from Piketon, Ohio, OCAW Local 3-869 members made an appeal in front of the White House for the DOE to stop its support of the plant's contractor, Martin Marietta. The strikers also held rallies in front of the DOE and the U.S. Capitol.

"We've seen this company come in and literally undermine everything that was in existence, strictly because they don't want to recognize the union as a partnership," said Gerold Wilkins, who was a systems mechanic at the plant. "We feel they want to turn it into a salaried force and bust the union out."

More than 1,000 OCAW members who worked at the Portsmouth plant in Piketon went on strike in June 1991 to oppose the company's refusal to reinstate a 30-year contract that gave workers control over shifts, overtime and assignments. For seven months, strikers have camped near the facility grounds, rotating on four-hour shifts and building fires to keep themselves warm.

John Knauff, the local's president, said OCAW workers accepted lower than average pay at the plant because they prized the seniority clause of the contract so highly. Pay scales at Portsmouth ranged from $13 to $16 an hour. "I was a maintenance welder there for 20 years," he said.

Since the strike, the company has hired some 130 outside workers from plants in Oak Ridge, Tenn., and Paducah, Ky., said union member Carl Hartley. Most are retirees or people with insignificant training and are receiving premium pay — at taxpayers' expense — to be shipped north as strikebreakers.

Instead of paying replacements large bonuses, the DOE should be encouraging Martin Marietta to negotiate with the union, the strikers said.

"Normally to be an operator, you have to take four college courses, and pass a security clearance and a physical," Hartley said, "and then go through a year's training at a graduated pay scale.

These people are given a couple of weeks training, and then set loose," he said.

OCAW's Legislative Director Nolan Hancock said the DOE's practice of operating the plant without any guarantees for safety "is a recipe for disaster."

Portsmouth is the only plant in the United States capable of producing commercial uranium for nuclear reactors, submarines and warheads. If mishandled, the uranium could release radiation and create "a chemical explosion or nuclear excursion that could cause contamination and get into the surrounding community," Hancock said.

Striking families are surviving on unemployment benefits or strike benefits of $50 a week.

An OCAW-sponsored "Adopt a Family" program has helped people facing foreclosures on their houses or power shut-offs from utility companies.

**— Press Associates**

# Budget cuts to paralyze public sector

## *Unions call proposals 'political pandering'*

By Sharolyn Rosier

Bush administration anti-federal worker budget proposals were denounced by Government Employees President John N. Sturdivant at a House Budget Committee hearing Feb. 12.

AFSCME Secretary-Treasurer William Lucy also testified, addressing concerns by state and local government workers that the budget proposal would create more hardships for communities.

Accusing President Bush of "breaking faith" with federal workers, retirees and their families, Sturdivant charged that Bush's 1993 budget "shows how low the President will go to get reelected."

"By playing games with scheduled pay raises and disguising new taxes on elderly workers as contributions to their retirement system, President Bush has simply sold out to the pollsters and handlers who are running his campaign," said Sturdivant. "The time for political pandering has past."

### Circumventing laws

Despite laws that protect federal workers — such as the 1990 Federal Employees Pay Comparability Act, which permanently set pay adjustments on Jan. 1, and 1986 legislation protecting federal retiree's cost-of-living adjustments from sequestration — Bush has proposed to delay pay adjustments until April 1993 and to eliminate COLAs.

Sturdivant faulted other proposals, including the elimination of lump-sum payments for retirees, the increase in current employee contributions to the Civil Service Retirement System from the current 7 percent to 8 percent in 1993 and 9 percent in 1994, and the increase in co-payments and deductibles by retirees.

Sturdivant also pointed out the effect this delay would have on federal blue-collar workers, whose pay also lags behind the private sector as a result of unfair pay caps.

"Like white-collar federal employees, wage-grade workers are already on a 90-day delay for pay adjustments," he said. "This proposal would push their raises back a full six months after normal due date, Sturdivant said.

"We have been singled out again to bear the brunt of the spending cuts proposed in the President's budget," Sturdivant added. Spending cuts directed exclusively at federal workers constitute almost 10 percent of all proposed decreases.

"President Bush first came into office promising to end his predecessor's eight-year orgy of bureaucrat bashing," he said. "Yet, in this election year, he has chosen to revert to business as usual, reneging on his commitments regarding the new pay law, and trying to convert our retirement, pay, and jobs into more favors for his wealthy political allies."

Sturdivant also expressed strong opposition to proposed reductions in Social Security Administration staff, an increase in government contracting out, a freeze on government payments to the District of Columbia and elimination of additional civilian defense positions without providing job placement and other types of assistance.

Lucy pointed out that state and local governments in the past fiscal year, faced with a combined deficit of more than $50 billion, eliminated programs; froze payrolls or laid off workers; and raised taxes, fees, and tuition at public educational institutions. At the same time, federal grant-in-aid to state and local governments has continued to decline, leaving huge revenue gaps in state and local government budgets.

"Unless the federal government enacts a bold economic recovery plan, states and local governments will be forced for the second consecutive year to make deep service cuts and lay off thousands of additional workers," Lucy said.

### AFSCME recovery plan

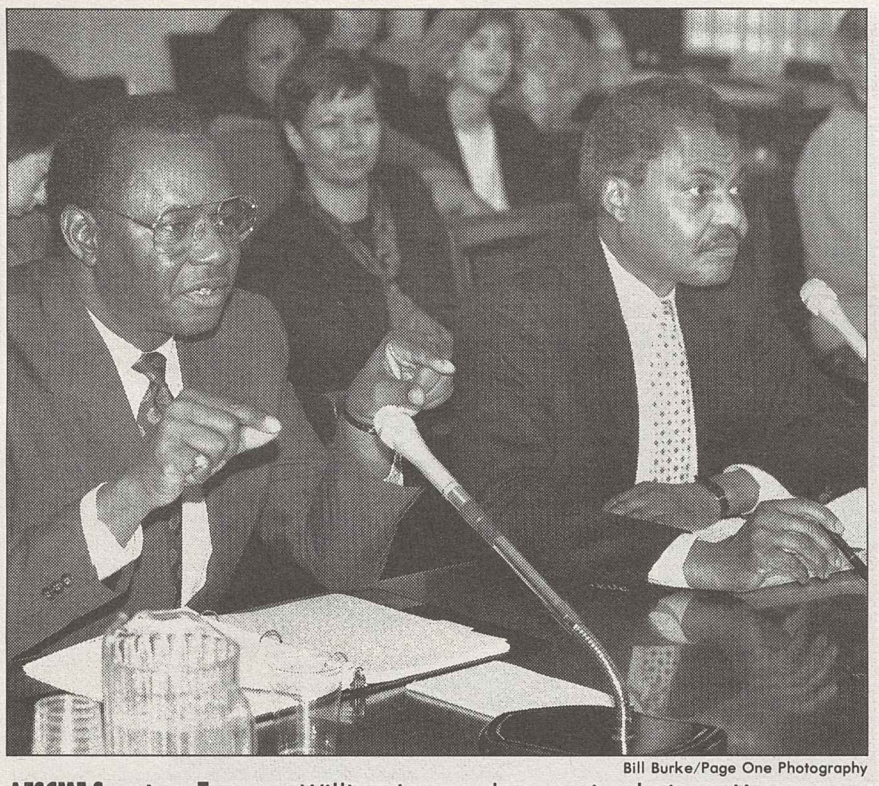
Lucy offered a "prescription for recovery" that would include direct action by the federal government to combat this recession.

"Our specific proposal is for at least $15 billion to be allocated among the states based on the proportion of total grants-in-aid that they currently receive," he said. "Each state and locality would be authorized to utilize the funds within five programs areas: public safety, health, education, social services and environmental services."

Direct government expenditure in the second quarter of 1992 would immediately create 449,000 jobs, according to a review of the union's proposal by Wharton Econometric Forecasting Associates, an independent research firm.

For every four public sector jobs created, another job would be immediately created in the private sector, the research showed. Thus, a total of 561,000 jobs would be created in the second quarter of 1992.

"We won't get out of this recession by lowering interest rates alone, nor by cutting taxes," Lucy said. "We need immediate government action for job creation, and the most efficient way to create those jobs is through grants to state and local governments."



Bill Burke/Page One Photography

**AFSCME Secretary-Treasurer** William Lucy makes a point during a House committee hearing. AFGE President John Sturdivant (right) also testified.

# Deregulation lands TWA in bankruptcy

By Candice Johnson

Trans World Airlines Inc. filed for federal bankruptcy protection last month, making it the eighth carrier to do so since 1989.

The carrier, seeking protection from creditors and relief from nearly $1.6 billion in debt, joined Pan American World Airways, Eastern and Continental Airlines, among others plummeting from the deregulated skies.

TWA is continuing air service, but has sold many assets, including international routes to American Airlines and a planned sale of Baltimore and Philadelphia service routes to USAir.

The carrier has reached a tentative settlement with the Machinists, which represents some 13,000 mechanics, passenger and fleet service workers and food workers. IAM members will vote on the proposed contract by the end of Februaary.

Negotiations are continuing with the Air Line Pilots and an unaffiliated flight attendants union.

TWA also must resolve concerns about its defined benefit pension plans, which now have an unfunded liability of $933 million. A measure passed by Congress last year holds TWA owner Carl Icahn liable for pension plan funding as long as he controls the company, but the Pension Benefit Guaranty Corporation expressed concern about the carrier's proposed reorganization plan and its affect on pension liabilities.

"We have been seeking suitable protection of the pension plans, including arrangements that TWA and Carl Icahn continue to back the debt," the PBGC said.

TWA's reorganization plan calls for Icahn to reduce his ownership from 90 percent to as little as 10 percent, with the carrier becoming a publicly held company and emerging from bankruptcy in about six months.

Under the plan, Icahn would remain chairman of the board and would maintain control of six of 11 board seats for at least a year after the carrier emerged from bankruptcy.

When Icahn took the company private in 1988 in a leveraged buyout, he gained $469 million and passed on nearly $2.6 billion in debt to the carrier. As part of the reorganization plan, Icahn agreed to put up some $200 million in financing. The carrier plans no layoffs or further sales of assets, Icahn said.

TWA has not moved to terminate the pension plans, but "the PBGC continues to have concerns," the agency said. "If this filing is an attempt to escape that pension responsibility, it will not succeed," it added.

In a related development, the PBGC objected to the Continental Airlines Inc. reorganization plan because it treats the existing $752 million in Eastern Airline claims now held by PBGC as unsecured, giving them less than priority treatment.

Under the plan, PBGC's pension claims would be considered in a class with other unsecured creditors, but would not have priority status the Employee Retirement Income Security Act gives to claims exceeding $300 million.

PBGC compared Continental's plan with "the misguided decision" made by LTV Corp. when it sought to relieve itself of much of its pension liabilities. In 1990, the Supreme Court ruled that the PBGC could require LTV to reassume pension obligations.

# Bush gimmicks scored as no cure for recession

**Continued from Page 1**

ing consumption. In the longer run, it would cause a substantial loss in needed revenues.

To make up for some of the lost revenue, the Bush budget proposes raising the amount that 1.7 million federal employees pay into the old Civil Service Retirement System from 7 percent to 8 percent. In fiscal 1994, the rate would increase to 9 percent.

Bush would reduce defense spending by $50 billion in budget authority in the years 1992-97, but that translates into actual reduced outlays of only $27 billion. The savings is less than 2 percent of the proposed defense outlays of $1.6 trillion for the next six years.

Meanwhile, the Bush budget would cut $13.6 billion from Medicare over the same period, as well as $68 billion in all mandatory programs.

The budget would freeze, reduce or totally eliminate a number of discretionary programs. The Northeast Corridor Rail Improvement would be wiped out, along with the Labor Department's Labor-Management Cooperative Services.

But the administration would fund its politically popular program for privatizing public housing, rather than provide for the construction of new public housing units.

It also would go for tax credits for first-time homebuyers over a more highly targeted housing trust program for down payment assistance and interest rate buydown to help working people purchase modest homes. The spending was authorized in 1990, but it never was funded.

Democrats in Congress branded the Bush economic recovery scheme as "too little, too late."

House Majority Leader Richard A. Gephardt (D-Mo.) said the proposals would definitely "help rich and powerful interests, while virtually ignoring the concerns of the middle class.

"This plan will not create jobs, cut the cost of health care, or give the middle class the tax cuts they have earned," he said.

Sen. Robert C. Byrd (D-W.Va.) saw no need for Congress to hurry and pass the president's flawed economic package since it is the "wrong course for America."

Even a member of Bush's Cabinet poked holes at some elements of the budget. Housing and Urban Development Secretary Jack Kemp said in a television interview that the Bush proposals are "gimmicks" that would not spur economic recovery. But after some pressure from the White House, Kemp apologized, saying his choice of words was "less than artful."

FOCUS

# Workers fight back against 'dirty' company

## *IP dumps imperil workers, wildlife*

**By Colleen M. O'Neill**

The signs of safety and environmental hazards are all too evident to the workers who each day enter International Paper Co.'s Moss Point, Miss., mill.

The Escatawba River, which runs dank and dirty near Moss Point, is posted with signs warning anglers to eat seafood taken from this part of the river in a volume of only one 4-ounce serving per month. Trees have died and wildlife has gone off in search of more hospitable surroundings.

Union members have charged IP with illegal dumping of hazardous wastes — including asbestos — in sites outside the mill. Such practices not only affect workers, their families and nearby towns, but also the fragile ecosystems that normally abound in river watersheds.

Inside the mill, the concerns are greater still. Last October, the Occupational Safety and Health Administration followed a six-month inspection by issuing nearly 100 violations and proposing fines totaling $803,000. IP was cited for 41 alleged repeat violations, 45 alleged serious violations and 10 alleged other violations.

Among those areas cited were an inadequate lockout/tagout program; unguarded power transmission devices, drums, pits, floor holes and wall openings; fast-moving paper edges, shears and band saws; failure to protect employees from chemical hot surface burns, electrical, fall and welding hazards; and unlawful asbestos exposures and dumping of hazardous waste.

There are more than 1,000 workers at the Mississippi facility, including 850 represented by the Paperworkers and 105 represented by the Electrical Workers.

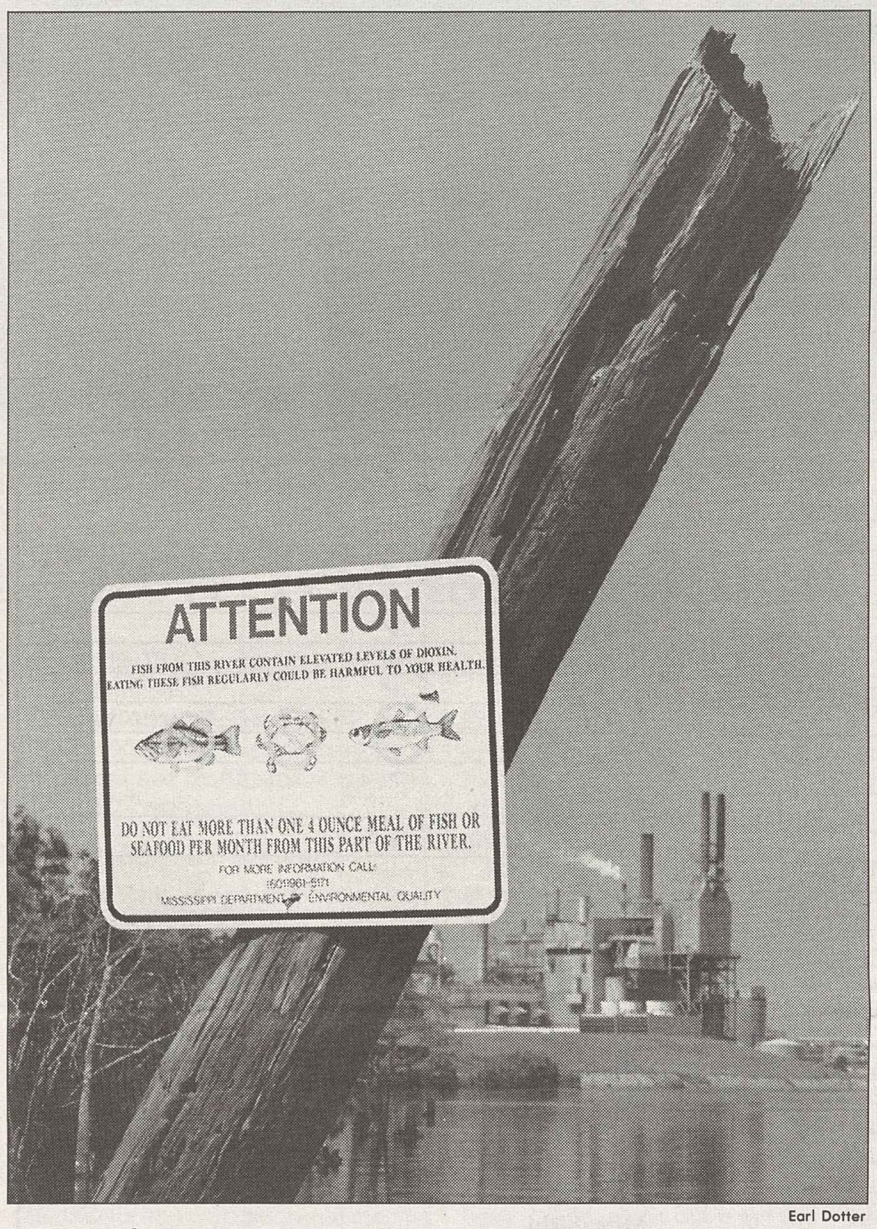
### A drop in the bucket

The Moss Point violations, as egregious as they are, represent but a drop in the bucket amid the rampant health and safety violations perpetrated by IP, according to the Paperworkers and the Carpenters, who have joined together in a nationwide campaign to pressure IP to clean up its act.

Over the past two years, the UBC/UPIU Safety and Health Project has led to OSHA inspections at IP mills in Jay, Maine; Corinth and Ticonderoga, N.Y.; Texarkana, Texas; Kaukauna, Wis.; Georgetown, S.C.; and Selma, Ala.; as well as Moss Point.

The safety project was begun three years ago, after a review of OSHA records and interviews with union members revealed hazardous conditions and lack of interest by the government and industry in the safety of workers.

The drive to improve health and safety came on the heels of a call for a nationwide boycott of IP for union-busting tactics. The Executive Council, in a statement Aug. 23, 1988, urged all affiliated unions to "give all possible support to the dedicated and valiant UPIU members who have maintained picket lines" after being locked out or forced to strike at four paper mills.




Earl Dotter

**A sign outside** International Paper's Moss Point, Miss., plant warns that the fish are unhealthy for human consumption.

Union solidarity in the campaign against IP was demonstrated most recently on Feb. 11, when members of the Paperworkers, Carpenters and Teamsters leafletted and demonstrated at five company locations.

Union members gathered in Memphis, Tenn., Mobile, Ala., Charlotte, N.C., Dallas and New York to protest IP's lockout and permanent replacement practices as well as its safety and health record.

Health care is one of the main sticking points between IP and some 6,000 Paperworkers who are working under expired or company-implemented contracts in 19 locations, said UPIU President Wayne Glenn.

### Inadequate U.S. response

IP's shabby treatment of workers — and the environment — is perhaps nowhere as evident as it is in Moss Point. The federal response has been woefully inadequate, the unions say.

After the OSHA action, the Carpenters questioned the proposed $803,000 fine. "We have learned through two different sources," said Carpenters' President Sigurd Lucassen, "that the fines would have been more like $5 million to $10 million, based on the region's strong recommendation that many of these violations be considered 'egregious' and 'willful.'"

A "willful" violation carries a maximum fine of $70,000; a "serious" violation carries a maximum fine of only $7,000.

Union representatives pointed to a $3.9 million fine assessed recently against Fraser Paper in Madawaska, Maine, for similar violations. In that case, says Carpenters' health and safety expert Steve Perry, the fines totaled 5 percent of the company's profits — a far greater proportion than the proposed IP assessment for the Moss Point plant.

On OSHA's actions at the Mississippi plant, Perry notes, "There were no willful violations issued, which is very unusual because the company had conducted audits.

"OSHA had asked for the audits, employees told OSHA inspectors about the audits, OSHA got a subpoena for the audits. . . but the secretary of labor never went after the records.

"We provided documentation (the company knew of safety threats), but OSHA hasn't done anything."

The Paperworkers agree that something should be done.

"What you are seeing at Moss Point, Jay, Ticonderoga and all these locations is that (IP) is not up to speed on these issues and protecting our union members and working people in the mills the way they should be," said Steve Trawick, UPIU safety and health director. "These citations are an indication that this is going on.

"IP is not protecting the working people in these facilities the way they should be."

The issue of participation by workers and their representatives in enforcement proceedings is incorporated in OSHA reform legislation currently making its way through Congress. The measure, S. 1622 and H.R. 3160, would mandate OSHA investigation of fatalities and serious incidents and would increase employee participation during inspections.

### Worker participation

The bill also would allow affected employees to more actively participate in proceedings by authorizing employee challenges and allowing participation in review commission proceedings. Officials say such expansion of employee rights to include the enforcement process would give OSHA a more balanced view of plant health and safety.

While the negotiating process continues between OSHA and IP with regard to the hazards inside the Moss Point plant, Mississippi officials have acted to stem damage to the environment from illegally dumped materials.

Mississippi Department of Environmental Quality tests have shown the presence of PCBs at Moss Point, and the DEQ last fall ordered the company to close its two dumps and cease and desist from unlawful dumping of hazardous waste, including asbestos-contaminated waste that was going into water-filled trenches.

In December 1990, a suit charging IP with dumping dioxin in the Escatawba River was filed, with the eventual outcome a $1 million settlement for the loss of recreational land use along the river.

This is not the first time IP has dumped hazardous materials near its plants, Perry pointed out. The company dumped dioxin-containing waste into Lake Champlain in New York for years, he said. In addition, the Environmental Protection Agency in September 1990 cited paper companies for dioxin pollution, with IP's Georgetown, S.C., mill listed as the worst offender.

EPA said those eating fish downstream of the mill risk a 1 in 50 chance of cancer. Other IP mills listed among the 20 worst dioxin polluters by EPA were the Moss Point, Jay and Texarkana plants.

"IP is one of the worst offenders out there in terms of health and safety and environmental violations," Trawick said. "Moss Point is just one example."

## *TV show details IP's misdeeds*

A syndicated television program detailing International Paper Co.'s treatment of workers and the communities in which they live is to be aired on nearly 170 stations the weekend of Feb. 29-March 1.

"In America" will look at hazardous waste dumping, OSHA violations, injured workers and other infractions committed by the paper company. The program will be called "The West" on the West Coast.

Viewers should check their local listings for specific dates and times.

# UNION NEWS

## ORIGIN & UNIONIZATION OF CARS SOLD IN THE U.S.

| MODEL | U.S. | CANADA | OTHER COUNTRIES[2] |
|---|---|---|---|
| **Chrysler/ Plymouth** | | | |
| Colt | | | Japan (100%) |
| Imperial | ✔ | | |
| LeBaron Sedan | ✔[3] | | Mexico (91%)[3] |
| LeBaron Coupe/Conv | ✔ | | |
| Fifth Ave/New Yorker | ✔ | | |
| Vista | | | Japan (100%) |
| **Dodge** | | | |
| Daytona | ✔ | | |
| Dynasty | ✔ | | |
| Monaco | | ✔ | |
| Shadow | ✔ | | Mexico (21%)[4/7] |
| Spirit | ✔ | | Mexico (15%)[4] |
| Stealth | | | Japan (100%)[5] |
| Viper | ✔[10] | | |
| **Eagle** | | | |
| Premier | | ✔ | |
| Summit | ✔[6] | | Japan (54%) |
| Talon | ✔ | | |
| **Plymouth** | | | |
| Acclaim | ✔ | | Mexico (15%)[4] |
| Laser | ✔ | | |
| Sundance | ✔ | | |
| **Ford** | | | |
| Crown Victoria | | ✔ | |
| Escort | ✔ | | Mexico[4/8] |
| Festiva | | | Korea (100%) |
| Mustang | ✔ | | |
| Probe | ✔ | | |
| Taurus | ✔ | | |
| Tempo | ✔ | ✔ | |
| Thunderbird | ✔ | | |
| **Lincoln** | | | |
| Continental | ✔ | | |
| Mark VII (LS) | ✔ | | |
| Town Car | ✔ | | |
| **Mercury** | | | |
| Capri | | | Australia (100%) |
| Cougar | ✔ | | |
| Grand Marquis | | ✔ | |
| Sable | ✔ | | |
| Topaz | ✔ | ✔ | |
| Tracer | | | Mexico (100%) |
| **Buick** | | | |
| Century | ✔[11] | | Mexico (33%)[11] |
| LeSabre | ✔ | | |
| Park Avenue/Electra | ✔ | | |
| Reatta | ✔[12] | | |
| Regal | | ✔ | |
| Riviera | ✔ | | |
| Roadmaster | ✔[10] | | |
| Skylark | ✔ | | |
| **Cadillac** | | | |
| Allante | ✔ | | |
| Brougham | ✔ | | |
| DeVille/Fleetwood | ✔ | | |
| Eldorado | ✔ | | |
| Seville | ✔ | | |
| **Cheverolet** | | | |
| Beretta | ✔ | | |
| Camaro | ✔ | | |
| Caprice | ✔ | | |
| Cavalier | ✔ | | |
| Celebrity | ✔[12] | | Mexico (6%)[12] |
| Corsica | ✔ | | |
| Corvette | ✔ | | |
| Lumina | | ✔ | |

| MODEL | U.S. | CANADA | OTHER COUNTRIES[2] |
|---|---|---|---|
| **GEO** | | | |
| Metro | | ✔ | Japan (17%) |
| Prizm | ✔ | | |
| Storm | | | Japan (100%) |
| **Oldsmobile** | | | |
| Achieva | ✔[10] | | |
| Custom Cruiser | ✔[5] | | |
| Cutlass Calais | ✔[12] | | |
| Cutlass Ciera | ✔ | | |
| Cutlass Supreme | ✔ | | |
| Olds 88 | ✔ | | |
| Olds 98 | ✔ | | |
| Toronado | ✔ | | |
| **Pontiac** | | | |
| 6000 | ✔[12] | | |
| Bonneville | ✔ | | |
| Firebird | ✔ | | |
| Grand Am | ✔ | | |
| Grand Prix | ✔ | | |
| LeMans | | | Korea (100%) |
| Sunbird | ✔ | | |
| **Saturn** | | | |
| Saturn | ✔[5] | | |
| **Honda** | | | |
| Accord | ✘ | | Japan (23%) |
| Civic | ✘ | ✘ | Japan (24%) |
| **Hyundai** | | | |
| Sonata | | ✘ | Korea (13%) |
| **Mazda** | | | |
| 626 | ✔ | | Japan (19%) |
| MX6 | ✔ | | Japan (6%) |
| **Mitsubishi** | | | |
| Eclipse | ✔ | | |
| Mirage | ✔[6] | | Japan (61%) |
| **Nissan** | | | |
| Sentra | ✘ | | Japan (19%) |
| **Subaru** | | | |
| Legacy | ✘ | | Japan (31%) |
| **Toyota** | | | |
| Camry | ✘ | | Japan (25%) |
| Corolla | ✔[13] | ✘ | Japan (34%) |
| **Volvo** | | | |
| 740 series | | ✔[9] | Sweden (100%) |
| 940 | | ✔[9] | Sweden (100%) |

*SOURCES: Ward's Automotive Reports; MVMS RS-1 Tables; and Autofutures.*

1 Vehicles of manufacturers located exclusively outside the U.S. and Canada are not included.

2 Percentage of each car's 1991 model year sales that were assembled outside the U.S. or Canada.

3 The LeBaron Sedan is now made only in Mexico; U.S. production ended in July 1990. Some UAW-made LeBaron Sedans, however, are still in dealer inventories and available for sale.

4 Partial Mexican sourcing began with 1991 model.

5 Vehicle debuted with 1991 model.

6 Partial U.S. sourcing began with 1991 model.

7 Shadow convertible sourced solely from Mexico.

8 1991 model year Mexican sourcing unavailable.

9 Assembly of small number of units from knocked down kits imported from Sweden.

10 Vehicle debuted with 1992 model.

11 All Buick Century 2-doors assembled in Mexico.

12 Car no longer being produced but may still be available for sale.

13 UAW-made Toyota Corollas are assembled only at NUMMI. Check the window sticker for the plant of final assembly.

**✔ = UNION-MADE CARS**

**✘ = NON-UNION-MADE CARS**

# CWA, IBEW members ratify Centel contract

**By Candice Johnson**

Members of two telecommunications unions have ratified a first-time national agreement with Centel Corp. by a 3-to-1 margin.

The contract, which covers about 3,000 Electrical Workers and 2,500 Communications Workers, addresses health care benefits, pensions, leave and absences, job bidding and other national issues. It does not cover wage rates, vacations and holidays, which will continue to be negotiated by local unions.

The agreement follows an early settlement by the unions with NYNEX and sets the stage for national bargaining by CWA with AT&T, six regional Bell operating companies and GTE.

The Centel accord provides for a new "medical plan design strategy," effective January 1993, that would lower overall costs instead of shifting a larger share of costs to workers. Options could include a managed care network, health maintenance organization or a combination managed care plan.

The agreement freezes workers' contributions for health care coverage for 1992, with workers paying about 15 percent of the premium costs. Centel pledged to work with the two unions on the issue of retiree health benefits and "to influence the direction of the nation's health care delivery system."

The contract improves pension benefits and, for an 18-month trial period, expands pay in the event of sickness or accident and sets up a companywide standard for attendance. It also establishes a national job-bidding procedure, enabling workers to transfer between Centel regions, and sets a relocation allowance.

In preparation for national telecommunications bargaining, CWA local union leaders met for a three-day session in Dallas, setting bargaining goals and looking over industry revenues and profitability. They also signed pledges to join in the Mobilization, CWA's unionwide network of information and grass-roots action organized around bargaining.

CWA President Morton Bahr said mobilization means "the involvement of every single member in the collective bargaining process," built around worker-to-worker communication and job site discussion of issues.

Bahr told local union officers that "1992 is catch up time" for CWA members, with communications companies financially healthy and prospering. "We have something to build on" with the settlement at NYNEX, he said, noting that the early settlement with NYNEX provides a 13 percent base wage increase, cost-of-living protection and pension gains.

Joint bargaining with AT&T, which covers 100,000 CWA members and about 40,000 IBEW members, will begin March 30. CWA also will begin contract talks with GTE on March 31, with union members set for grass-roots and solidarity demonstrations. Contracts covering workers at the remaining six regional operating companies expire in August, and a contract with GTE West ends in December.

Raymond Crowell/Page One Photography

**New Teamsters President** Ron Carey (right) is sworn in during ceremonies Feb. 1 at the union's headquarters in Washington. Reading the oath of office is new Secretary-Treasurer Thomas Sever.

# Carey vision: 'new Teamsters union'

**By John R. Oravec**

Organize, negotiate, elect and legislate.

These are the bywords of Ron Carey, president of the Teamsters, and the IBT's newly installed leadership team.

Carey describes the IBT as "the new Teamsters union" that is hell-bent on rebuilding its membership rolls and strengthening its allegiance to the labor movement.

Carey pledged that the Teamsters will work with the AFL-CIO in endorsing and supporting a "winning" presidential candidate in 1992. He said the union also will champion congressional candidates who embrace labor's legislative agenda, particularly on national health care reform, banning permanent striker replacements and the proposed trade agreement with Mexico.

Teamsters elected Carey and Secretary-Treasurer Thomas Sever, along with a slate of five at-large vice presidents and nine regional vice presidents, in a government-conducted membership election in December.

In his Feb. 1 inaugural address, Carey declared:

"Today, we begin the work of building the New Teamsters, and our mission is to give this union back to our members.

"The vast majority of Teamster leaders are hard-working and honest trade unionists who are fighting to provide a better life for members. This is a union in which a greedy few have tarnished the reputation of many — and through our election, hundreds of thousands of Teamster members have said that is not going to happen again," Carey told the 1,500 cheering members outside the IBT headquarters building in Washington.

The IBT was expelled from the AFL-CIO in 1957 in the midst of corruption allegations and reaffiliated at the 1987 AFL-CIO convention.

## Cuts salary by $50,000

One of Carey's first actions as president was to cut his own salary by $50,000 a year to $175,000 and eliminate some other perks along with spelling out a series of internal reforms.

A few days after he took office, Carey held a briefing for labor reporters that was aired live on CNN. He outlined administrative actions that include:

- The formation of an internal ethics committee that will investigate misconduct and corruption and recommend disciplinary action.
- Setting guidelines for negotiating fair contracts without give-backs. "I am not a believer in concessions," he said, stressing that he sought to gain "the kind of contracts that our members can have some pride in."
- Strengthening pension and welfare funds by pooling resources and information of the more than 200 IBT funds to deliver better benefits for members.
- Developing grievance panels with rank-and-file participation, mandatory arbitration and independent hearing officers.

Noting that the union's membership in the United States and Canada declined over the last decade from 2.2 million to 1.5 million, Carey said, "We haven't gotten the job done." He stressed the need to build an effective team of organizers to bring in new members from all sectors of the economy.

Carey said he had assured AFL-CIO President Lane Kirkland that the IBT organizing activities would operate in full conformity with the provisions of Article XX in the federation's constitution.

Raids on bargaining units that are already organized are "ridiculous" when more than 80 percent of the U.S. workforce is non-union, Carey stressed.

Responding to reporters' questions on the union's endorsement of a presidential candidate, Carey said that any backing for re-election of President Bush is "out of the question."

He noted that the Teamsters backed former President Ronald Reagan and Bush in the past three presidential elections. "And where did it get us? " he asked rhetorically.

## Backs 'concerted' effort

The union's political action strategy is to act in consort with the AFL-CIO to ensure that organized labor makes "a concerted effort" behind a candidate that is attentive to the interest of working men and women. He stressed the need for a consistent approach that will not result in local unions "running all over the place" endorsing different candidates and diffusing labor's unified impact on the election.

Carey succeeds William J. McCarthy, who was elected general president by the Teamster board upon the death of Jackie Presser in 1988. Carey, 55, has been president of IBT Local 804 in Queens, N.Y., since 1967.

Sever, the new secretary-treasurer, has served as president of IBT Local 30 in Jeannette, Pa., since 1985.

# CWA applauds historic ban on monitoring

The Communications Workers called Northern Telecom Inc.'s new companywide policy to ban secret electronic monitoring "an historic breakthrough in the protection of privacy in the workplace."

The policy represents "the first time in the United States that any major corporation has agreed to prohibit secret voice, computer and video monitoring," CWA President Morton Bahr said.

Talks between CWA and company officials were partly responsible for the new provision, which says Northern Telecom "will not engage in nor permit its employees or managers to conduct undisclosed monitoring of employee voice, video or data communications," Bahr said.

The union also is calling for curbs on secret monitoring in negotiations this year on behalf of 380,000 employees at AT&T, GTE and six regional Bell operating companies.

Technological innovations in the American workplace have made employee privacy rights "the human rights issue of the 1990s," CWA said. The union estimates that computer monitoring clocks, measures and records the performances of 15 million U.S. workers every day.

## Workers secretly monitored

Workers who use a telephone or computer keyboard are subject to secret monitoring by their managers, who say they use wireless voice recording systems and micro-miniature video cameras to maintain security and track down drug problems.

These justifications for secret monitoring don't cover up the fact that it is an illegal practice, CWA said. "Secret monitoring is already banned by law or practice by our economic competitors in Europe and Japan, " Bahr said. "And in trials here in the United States, when companies have suspended monitoring, their own measures of worker productivity have improved.'

Job monitoring also poses serious health risks for workers, according to a 1990 University of Wisconsin study, which found that monitored workers suffered more from stress-induced ailments and cumulative trauma disorders than non-monitored workers.

Northern Telecom's prohibition of secret surveillance "puts the company on the cutting edge in ending a practice that fosters distrust, stress and poor customer service," Bahr said.

CWA is supporting a measure before Congress to ban secret monitoring and require warnings of covert surveillance to employees and the public.

— **Press Associates**

# Saturn workers OK 50-hour week to boost production

Workers at the General Motors Corp. Saturn plant have agreed to a five-day, 50-hour workweek to boost output, increase quality and meet increased consumer demand for the cars.

About 89 percent of the 5,000 members of UAW Local 1853 voted to add an extra 10 hours to the workweek after reviewing 29 different options for increasing production, said Michael Bennett, president of the local.

"That 89 percent includes a large number of people who did not want to work the overtime, but they see the need, and that's how an organization reaches consensus," Bennett said. Saturn's collective bargaining agreement requires joint consensus on most major workplace issues.

"Workers do understand the issues and they will do what is best for the company and the customers" when they're presented with the opportunity, Bennett said. "Unions can be a significant advantage in a global economy," he said.

When unions and management reach consensus agreements, Bennett said, it fosters a better working relationship and prevents unnecessary labor strife later.

Because Saturn workers were determined not to sacrifice quality under the previous 40-hour week, there was some loss of production, Bennett said. But the workers also understood the need to meet the consumer demand and the 50-hour week creates a win-win scenario for all concerned, he said.

The extra day, which began Feb. 3, will bring in about $200 a week more for workers who receive an average of $17.34 an hour now, Bennett said.

Workers were producing about 12,000 cars a month at the plant in Spring Hill, Tenn., compared to a goal of 20,000, company officials said. The increased workweek should allow Saturn to reach full production of 240,000 cars annually, they said.

Nationally, GM has announced that it would lay off 74,000 workers and close 21 plants over the next few years.

Bennett said the Saturn agreement is an example of why Japanese critics of American workers are wrong. "They are completely out of step with what the American worker is like," he said, noting that the Japanese have seriously underestimated this country's working people.

# ECONOMY

## Deep payroll cuts keep jobless rate at recession high

By John R. Oravec

With a surge of layoffs, employers slashed payrolls sharply in January, even though the nation's seasonally adjusted unemployment rate did not rise from its recession-level 7.1 percent, the Bureau of Labor Statistics data showed.

One reason is that 400,000 workers who could not find full-time jobs swelled the ranks of economically depressed part-time workers to 6.7 million. Since the start of the Bush recession, 1.7 million workers have joined the part-time ranks for economic reasons, BLS said. Part-time workers are counted as fully employed.

Another reason is that 1.1 million discouraged workers have given up the search for hard-to-find jobs and are not counted as unemployed, AFL-CIO chief economist Rudy Oswald noted. That brings to 16.7 million the number of workers suffering partial or total unemployment, Oswald said.

Of the nearly 10 million jobless workers, less than half — 4.2 million — were eligible to draw unemployment benefits in January, the BLS data showed.

Meanwhile, Congress overwhelmingly approved labor-backed legislation that further extends the period for an additional 13 weeks of benefits for the long-term jobless to July 4. Earlier legislation expires June 13.

The House approved the package on a 404-8 vote and the Senate followed with an 88-8 vote to send the measure to the White House. The legislation is expected to pump $2.7 billion into the economy via the jobless.

With his approval ratings in a nose dive, President Bush quickly signed the new legislation. Bush had blocked two earlier measures — branding them "garbage" — before signing an emergency extension bill last fall as the economy gave no signals of pulling out of the lingering recession.

When the new legislation is implemented, the longterm jobless will be covered by as much as 52 to 59 weeks of regular and extended benefits, depending on the unemployment rates in their states.

The AFL-CIO continues to push for a complete overhaul of the unemployment insurance system to broaden coverage for many workers who are now excluded and to assure that extended benefits are widely available during periods of high unemployment.

In actual numbers, 2.3 million workers were lopped off private industry and government payrolls, which totaled 107.3 million in January. But after seasonal adjustment, BLS said the reduction came to only 91,000 with 108.7 million counted as employed. The 2.2-million statistical disparity in payroll jobs between the actual and adjusted numbers are common in January, government economists explained.

A similar variation showed up in the BLS household survey, on which the jobless rate is based. In actual numbers, BLS statisticians counted 9.9 million workers unemployed in January for a jobless rate of 8 percent. But after adjustment, the jobless total was 8.9 million for an unemployment rate of 7.1 percent.

Statisticians and economists outside the Labor Department have voiced concerns that BLS has undercounted the jobless hit by the recession.

A study by the California Department of Finance suggests that BLS may have under-counted job loses throughout the country by as much as 2 million.

"That's a lot of baloney," said Martin Ziegler, an assistant commissioner at BLS. He said the California extrapolation is exaggerated.

But Ziegler did note that BLS would incorporate revisions into its surveys by June that would increase the count of job losses during the recession by 650,000 to 1.7 million.

Between last October and January, BLS data showed that 300,000 jobs were lost. Over the month, the jobless rate in the construction industry rose to 17 percent on a seasonally adjusted basis from 16.3 percent in December. The rate in manufacturing declined to 7 percent from 7.2 percent, while edging up one-tenth of a point to 6.7 percent in the services sector. The rate in retail and wholesale trade surged from 7.8 percent to 8.2 percent in January.

A spate of layoff announcements came in early February. They include Bethlehem Steel Corp., which said it would slash 6,500 jobs by the end of 1993 at plants in Pennsylvania, New York and Maryland. The Electric Boat Division of General Dynamics Corp. told workers in Groton, Conn., that the first of some 4,000 layoffs would begin by the end of this month. In January, Electric Boat said it would layoff 10,000 of its 17,000 workers by 1997.

## Wage gains in '91 settlements out-pace rise in living costs

Union wage gains exceeded the rise in the cost of living for the first time in nine years in 1991 settlements, as 93 percent of those contracts had wage increases while none had cutbacks or wage freezes.

First-year wage gains averaged 3.6 percent in major contract settlements in the private sector, the Bureau of Labor Statistics reported.

The new agreements, each covering 1,000 workers or more, also provide annual pay increases averaging 3.2 percent over the term of the contracts. Some 1.7 million workers benefit from the basic wage gains in settlements, BLS said. The consumer price index for urban wage earners (CPI-W) rose 2.8 percent last year.

The previous time the same parties negotiated, settlements provided annual pay gains of just 2.6 percent even though inflation was then taking a bigger bite out of workers' earnings.

"A few years ago, give-backs were all too common," said AFL-CIO economist John Zalusky, noting that the 1991 settlements provided no pay cuts.

In a separate report, BLS said wages and benefits paid to union workers rose by 4.6 percent in 1991. For non-union workers, the increase during the year was 4.3 percent.

According to the bureau's earlier Employment Cost Index data, union workers have been earning on the average of $3 more an hour in total compensation than non-union employees. The union advantage has continued to run about $120 a week and more than $6,000 annually.

Zalusky said the 1991 changes will expand the union advantage even more than "the sizable 36 percent lead union workers have over non-union workers."

Unions negotiated 55 settlements covering 353,000 workers during the fourth quarter that brought even higher basic wage gains than the 1991 average, BLS said. The pay clauses call for increases of 3.8 percent in the first year and 3.3 percent annually over the contract term. The last time the same parties bargained a couple of years ago the wage increases averaged 3.2 percent in the first year and 2.8 percent annually over the life of the contract.

For all of 1991 in contracts covering 1,000 workers or more, first-year wage gains averaged 4 percent in both manufacturing and the service-producing sectors, and 3.4 percent in non-manufacturing. But in the construction industry, which has been severely affected by the recession, the first-year pay gains average 2.2 percent, BLS said.

Higher first-year pay gains were negotiated last year in most of the larger contracts covering 5,000 or more workers. Increases averaged 4.1 percent for all industries, 4.8 percent in manufacturing, 3.8 percent in non-manufacturing, 5.3 percent in construction, but held at the 4 percent level in services.

The bureau said the number of lump-sum payments and cost-of-living adjustment clauses declined in last year's settlements. Lump sums were dropped from 44 agreements covering 242,000 workers, but only 14 were added covering 70,000 workers. COLAs were discontinued in 24 settlements covering 391,000 workers and none were added in the new contracts.

Wage increases in contracts with lump sums and/or COLAs were slightly lower that those without them.

In the first quarter of 1992, some 630,000 workers are scheduled to receive pay increases averaging 3.6 percent under provisions negotiated earlier. No workers are due for pay rate reductions and nearly 1 million workers are up for COL adjustments in the quarter.

More than 270,000 workers are covered by 74 major agreements scheduled to expire or reopen for negotiations this quarter. Most are in food store chains, coal mining, construction, and electric and gas utilities.

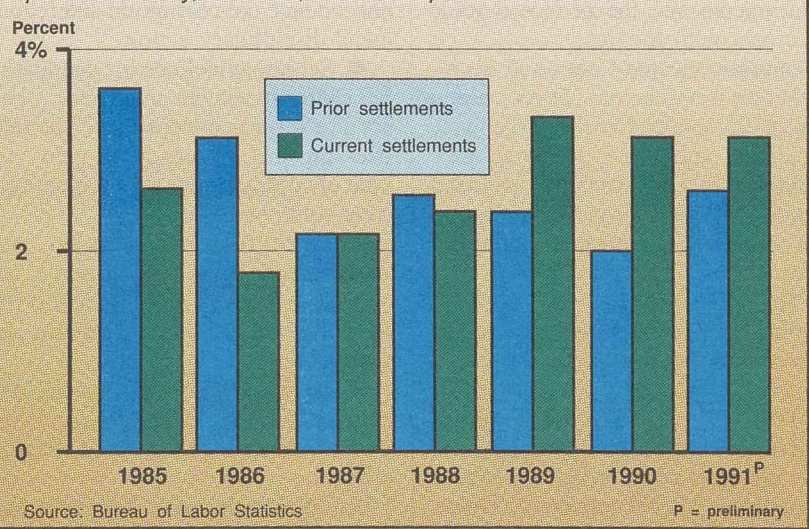
— John R. Oravec

### Significant statistics

an AFL-CIO Newsgrafic

#### Higher wage improvements

*Changes in annual wage rates over the life of contracts provided by major collective bargaining settlements in private industry, 1985-91, and their prior settlements*




Source: Bureau of Labor Statistics

P = preliminary

Collective bargaining between 1989 and 1991 has produced average annual wage improvements higher than in prior settlements, reversing the trend in the three previous years. Union negotiators maintained that pattern in 1991 despite the lingering economic slump. In major agreements negotiated last year, basic annual pay increases averaged 3.2 percent. The previous time the same parties negotiated, annual pay gains averaged 2.6 percent.

| | |
|---|---|
| **Unemployment** | 7.1% |
| January (Actual) | 9.9 million |
| (Seasonally adjusted) | 8.9 million |
| **Initial UI Claims Week ended Jan. 18** | |
| (Actual) | 701,200 |
| (Seasonally adjusted) | 464,000 |
| **Leading Indicators** | 144.8 |
| December -0.3% | -0.3% |
| **Durable Goods Orders** | $117.7 billion |
| December | -5.0% |
| **Construction Spending** | |
| December (annual rate) | $407.4 billion |
| Change from Dec. 1990 | -10% |

# Affordable housing gets unkind cuts

At the peak of the economic recovery of the 1980s, insensitive federal policies and developers' greed reduced the stock of affordable housing units to its lowest level in 20 years, according to a study by two research groups.

Without a substantial increase in federal support for moderate-income housing and greater activity by state and local governments and the private sector, thousands more Americans run the risk of homelessness, the report warned.

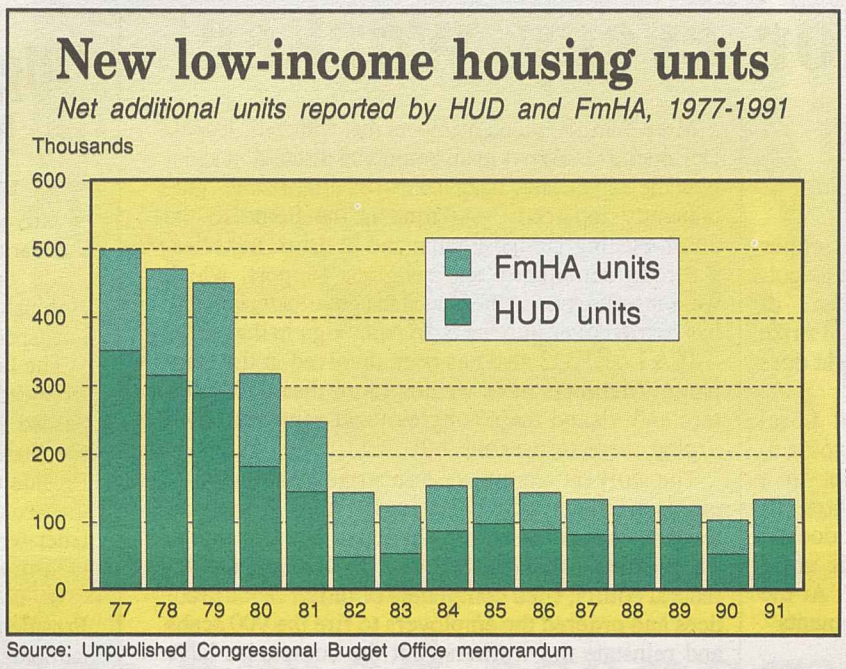
The report, "A Place to Call Home," by the Center on Budget and Policy Priorities and the Low-Income Housing Information Service, found that the number of low-income rental units decreased from 6.8 million in 1970 to 5.5 million in 1989.

During the same period, the number of low-income renter households increased by 3.2 million, from 6.4 million to 9.6 million. As a result, a surplus in low-rent units in 1970 became a 4.1 million deficit in 1989.

The study defined low-income renters as those with incomes below $10,000 in 1989 and a low-rent unit as one that cost up to $250 a month.

The major cause of the decline, the study found, were a sharp drop in the number of low-rent units in the private market. Between 1973 and 1989, the number of privately owned, unsubsidized low-rent units plunged by 41 percent as a result of redevelopment, condominium conversion, abandonment or deterioration.

During the 1980s, the government cut by 75 percent the number of additional low-income households that had been receiving federal rental assistance each year.



Source: Unpublished Congressional Budget Office memorandum

# AFL-CIO adds Iron Age Shoe to boycott list

At the request of the Teamsters, Iron Age Protective Shoe Co. has been added to the AFL-CIO's national boycott list.

Iron Age, which for 131 years has made items like steel-toed shoes worn by Teamsters and other workers, has refused to negotiate with members of IBT Local 636 in Pittsburgh while making plans to move to a non-union facility in New York, said John P. Morris, president of the Pennsylvania Conference of Teamsters.

"Local 636 members are all longtime employees and have served the employer well," said Morris, who compared Iron Age President Don Jensen with anti-union employers like Frank Lorenzo.

The 31 members of Local 636 tolerated a five-month contract extension in order to continue negotiations before finally being forced to strike on Sept. 5, 1991. The company wanted workers to pay increases in hospitalization costs and refused to address job security issues.

"The members of Teamsters Local 636 increased productivity and take pride in their work," Morris said. "We are asking everyone not to buy Iron Age shoes — whether union or not. Don't support employers who have no concern for their employees."

In a flier urging workers to boycott Iron Age, the IBT pointed out that "Don 'Lorenzo' Jensen made one mistake — he sells his shoes to working men and women like you."

## Newsmakers

**Walter Shea** was elected president and **V.M. "Butch" Speakman** secretary-treasurer of the Transportation Trades Department by the TTD executive committee meeting in Bal Harbour, Fla. Shea, chairman of the Eastern Conference of the Teamsters, previously served as TTD secretary-treasurer. He succeeds Richard I. Kilroy, who retired. Speakman is president of the Railroad Signalmen.

Amalgamated Bank of New York ran ads in New York newspapers to announce new 6 percent loans for purchase of U.S.-made cars — with the interest rate dropping to 5 percent to union members. Amalgamated Bank Board Chairman **Jack Sheinkman,** president of the Clothing and Textile Workers, said the offer is designed to save money and jobs. The offer applies to U.S.-made cars and light trucks (see list on page 8), with 15 percent down and repayment in 48 months. Details are available by calling 212-620-8655.

Steve Yarmola/AFL-CIO News

**AFL-CIO President** Lane Kirkland receives a plaque from Dr. Quan Q. Nguyen thanking the federation for its support for human rights in Vietnam. Nguyen chairs the international support committee for the Non-Violent Movement for Human Rights in Vietnam. His brother, currently imprisoned in Vietnam, founded the organization.

**Paul J. Somogyi** has been named full-time executive director of the AFL-CIO Free Trade Union Institute by federation President **Lane Kirkland.** Somogyi had previously split his duties in that job and as an assistant director of the AFL-CIO Department of International Affairs.

**Barbara Shailor** has been named director of international affairs at the Machinists by IAM President **George Kourpias.** Shailor was previously special projects coordinator for the union.

**Joe Crump,** secretary-treasurer of Food and Commercial Workers Local 951 since 1977, has been appointed 1992 chairman of the United Way of Kent County, Michigan. He is the first trade unionist to hold this position.

Steve Yarmola/AFL-CIO News

**Jeff MacDonald,** associate director of the Meany Center for Labor Studies, addresses a conference of union and university labor educators concerned about the impact of budget cuts on their programs. Looking on are Dorothy Shields, director of the AFL-CIO Education Department, and Jim Baker, executive assistant to AFL-CIO President Lane Kirkland. The labor educators will discuss a strategy for coordinated action to combat the cuts during the annual AFL-CIO Education Conference in Pittsburgh March 16-21.

## Resources

### PUBLICATIONS

**A Citizens Gameplan for Watching the 1992 Presidential Debates** is a pamphlet published by Debate America, a non-profit organization designed to urge citizens to lend a critical eye and sharpened intelligence to the nationally televised debates among the candidates for president. For copies contact Debate America at 703-524-2793 or 202-857-7829, ext. 25.

The Occupational Safety and Health Administration has produced a compact computer disk containing thousands of pages of agency documents, technical data and program information, including all standards in a technical manual. The **OSHA Computerized Information System,** is now available for $24 from the Superintendent of Documents, Government Printing Office, Washington, D.C. 202/783-3238. (order No. 029-016-00131-0)

### VIDEO

**Collective Voices** is a new 22-minute video portraying the "Bread and Roses" Strike of 1912 in Lawrence, Mass. The complete package, which includes an audio tape of labor songs and a curriculum guide, is free of charge but supply is limited. Contact John Loughlin, Rendon Group, 116 Newbury St., 5th Floor, Boston, Mass. 02116.

# 'A struggle for every worker'

## *4 years out, ILA local presses S. 55 passage*

**By Muriel H. Cooper**

Sometimes, they feel as though they are the forgotten strikers. But for the 2,100 members of Longshoremen's Local 333 who were forced on strike by nine boating companies in 1988, out of sight does not mean out of mind.

"We're going to stick it out," declared Local President Albert M. Cornette. "We are not going to sacrifice four years of struggle to sell out to a 'sweetheart' deal. We want a fair and just contract."

The workers were escorted off the boats docked in the Port of New York in the days leading up to Feb. 16, 1988, when their contract expired. At the same time, busloads of "permanent replacements" were taking their places.

"The companies sent armed goons and vicious dogs to escort our people off the boats," said Cornette. "We had not even voted to strike yet. They had been housing scabs in hotels for a month, just to take our jobs."

Such union-busting tactics have become all too commonplace over the past decade, making passage of S. 55, the Workplace Fairness bill, a moral imperative for union members.

"If there is ever a reason to put our best foot forward to see that S. 55 becomes law, it is our struggle, because our struggle is every worker's struggle," Cornette said.

S. 55 would outlaw the practice of hiring "permanent replacements" during an economic strike. The Senate is expected to vote on the measure in March, following overwhelming passage of the House version, H.R. 5, last July.

Union members around the country have mobilized for passage of the bill. In Alaska, the Teamsters have spearheaded a large-scale postcard and letter-writing campaign. Arkansas unionists have mounted an impressive grass-roots operation, admonishing Rep. Beryl Anthony (D) for voting wrong and turning their attention to that state's two senators.

More than 20,000 postcards are expected to be delivered to Sen. Bob Kasten (R) in Wisconsin and the Pennsylvania AFL-CIO has enlisted every sector of organized labor in that state to lobby Sen. Arlen Specter (R).

More than 150 union members met with Sen. Dennis DeConcini (D-Ariz.) in an emotional discussion about how their lives have been destroyed after being "permanently replaced." Arizona is the home to the union-busting Dodge-Phelps and Holsum Bakeries.

Strong community and religious support, which were instrumental in the Louisiana gubernatorial race, has carried over into the S.55 campaign in that state.

ILA Local 333 also has been involved in the campaign. Members have written more than 3,000 letters and visited their congressional representatives urging them to pass the bill.

The workers were forced on strike after the companies dismantled the health and pension programs, reduced wages, overtime, holidays and vacations. The National Labor Relations Board, upheld by federal courts, filed complaints of unfair labor practices and ordered the employers to fire the 900 scabs and reinstate the workers, but the companies have ignored the order. The workers are seeking $41 million in back pay.

For many in the local, working on the tugboats, self-propelled coastal tanks and oil barges is the only job they have ever known, and the companies' rejection of their loyalty has taken a heavy toll. Five workers have committed suicide and there have been a dozen separations and divorces, along with years of mental anguish for many others.

"The sad part is that you have workers who have saved all of their lives to send their kids to college and now these kids were taken out of school to help retain their families' mortgages," Cornette said.

The workers are fighting against the city as well as the companies, he said, since the companies got an injunction restraining the pickets. "They had 180 cops a day at the picket line to protect the goons and scabs."

The companies also have endangered the environment and caused deaths with their unqualified workers, Cornette said, noting that there have been six oil spills in the last month. "Twelve scabs have been killed. Most of the accidents were caused by crew fatigue by working them 16 to 18 hours a day."

Meanwhile, the workers who have the skills to work on the boats are mowing lawns and shoveling snow. "They've been doing odd jobs, but they are suffering," he said. "They don't have health insurance and some are on welfare. They are still determined, but they are bitter towards management."

# 'Right to work' killed in New Hampshire

The New Hampshire House of Representatives dealt a stunning 211-134 setback to the National Right to Work Committee, which made one of its periodic forays into New Hampshire in order to raise funds among unsuspecting local employers.

The last time a "right-to-work" bill was introduced in New Hampshire in 1985, it was passed 204-144 by the House but defeated in the State Senate. New Hampshire AFL-CIO President Mark MacKenzie traced the dramatic turnaround this time in the House to a first-ever letter-writing and postcard campaign against the measure.

In congratulating MacKenzie, AFL-CIO President Lane Kirkland called the legislative campaign "a grass-roots masterpiece that was brilliantly executed."

In New Mexico, a long-sought public employee bargaining bill for state employees moved a step closer to success when the lieutenant governor cast the tie-breaking vote Feb. 9 in a 21-20 victory in the state Senate. The bill was scheduled for a Feb. 15 vote in the House, where New Mexico AFL-CIO President George E. "Jeep" Gilliland expects another close vote.

Indications from New Hampshire were that introduction of an anti-union bill in 1992 may have been a case of the Virginia-based National Right to Work Committee going to the well one too many times. MacKenzie said the bill was opposed by the state's largest employer group, the Business and Industry Association, as well as such distinctive individual employers as New England Telephone Co.

Barbara Ashlock of the national AFL-CIO staff said the floor debate before the Feb. 6 rejection of House bill 1432 featured opponents from both parties stressing "there's no reason for state government to interfere" in the right of two private parties to sign a union security clause if they so choose."

The grass-roots campaign was coordinated by Ashlock and New Hampshire AFL-CIO political director Janet Schaffer.

# INSIDE

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**1** ***Bush health plan falters on reform***
Union, consumer and senior citizen groups dismiss the Bush administration's health care plan as "a dangerous approach" that would increase costs and limit access.

**2** ***Unionized companies lead in productivity***
Unions on the job can supply the winning edge for firms seeking to bolster productivity and improve competitiveness, a new study by the Economic Policy Institute finds.

**7** ***Unions campaign against IP practices***
The International Paper Co. mills across the country are a horror of workplace and environmental dangers resulting from the company's illegal practices, unions charge.

**8** ***CWA, IBEW begin industry bargaining***
Setting the stage for national bargaining with major telecommunications firms, Communications Workers and Electrical Workers ratify a pact with Centel Corp.

**9** ***Teamsters install Carey, new officers***
President Ron Carey and his leadership team are installed as officers of the Teamsters, promising to "organize, negotiate, elect and legislate" to strengthen the union.

**10** ***Jobs outlook remains dim as layoffs surge***
Employers made deep cuts in their January payrolls, swelling the number of part-time workers as the official jobless rate remained at recession-level 7.1 percent.

UNION YES

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EXECUTIVE COUNCIL


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AFL-CIO NEWS

VOLUME 37, NUMBER 5 MARCH 2, 1992

# Labor offers broad economic antidote

**By Michael Byrne**
***Bal Harbour, Fla.***

Painting the nation's economic problems with broad strokes, the AFL-CIO Executive Council prescribed a bold plan for recovery that includes remedies to put Americans back to work, restore fairness to the tax code, reform health care and coordinate new trade and industrial policies.

"What a recession-weary nation needs — and needs now — is jobs," the council stated in calling for a government fiscal stimulus program costing 1 percent of Gross National Product, or about $60 billion, for desperately needed public works.

The extraordinary economic statement paralleled President Bush's State of the Union address and "economic growth package," which AFL-CIO President Lane Kirkland likened to "freeze-dried sushi" when the country is looking for beef.

"It is grossly inadequate and it represents a continuation of the trickle-down, supply-side policy of favoring the rich and doing nothing to create jobs," Kirkland told a press conference.

The council assailed the Bush approach because it is "based on the notion that the road to recovery is lined with tax gimmicks — a capital gains cut that would provide its greatest benefits to the rich, 'Flexible' Individual Retirement Accounts for those who have money to save, an investment tax allowance for corporate America, and passive loss for real estate investors, to name a few."

While supporting middle-class tax relief, paid for with higher taxes on the wealthiest 1 percent of Americans, the AFL-CIO noted that "Congress should recognize that a few extra dollars in the weekly paycheck will not send middle-class America on a huge shopping spree that will bring America out of recession."

Warning against a "tax-cut bidding war," the council said the federation "would oppose any final product that amounts to a Christmas tree of tax breaks for businesses and the well-to-

**Continued on Page 7**

AP/Wide World

**Trade unionists** picket the World Trade Center in Dallas, where U.S. trade negotiators were meeting with their counterparts from Mexico and Canada to discuss a North American Free Trade Agreement. That proposal would further damage the U.S. economy through the export of jobs, the AFL-CIO Executive Council said.

# Job-gutting trade policies scored

**By John R. Oravec**

The Bush administration's misguided position in current trade negotiations would further erode America's industrial base and eliminate essential jobs, the AFL-CIO Executive Council warned.

Serious damage to the U.S. economy would result from the course the White House has undertaken in the Uruguay Round of the worldwide General Agreement on Tariffs and Trade (GATT), as well as the North American Free Trade Agreement (NAFTA) with Mexico and Canada, the council said during its winter meeting in Bal Harbour, Fla.

As draft agreements on GATT and NAFTA now stand, they threaten to:

- Increase unemployment in vital sectors of the economy.
- Damage the country's industrial base, particularly in the textile and apparel industries.
- Harm the nation's farmers.
- Induce a greater outflow of capital from the United States.
- Weaken remedies against unfair trade and "Buy American" laws.
- Compromise the nation's sovereignty in trade and economic policy.

Without corrective actions by Congress, AFL-CIO President Lane Kirkland said, GATT and NAFTA talks "will be an opportunity missed, since neither set of negotiations includes protections of workers' rights or the environment."

In briefing reporters on the council action, Kirkland pointed out that President Bush's trip to Tokyo underscores the need for strong legislation to reduce Japan's huge trade surplus with the United States.

**Continued on Page 8**

# Ravenswood buyers quit scab product

## *Corporate campaign gains new support*

**Bal Harbour, Fla.**

The Steelworkers, working with the AFL-CIO Strategic Approaches Committee and the Industrial Union Department, have identified more than 300 companies that use aluminum produced by the union-busting Ravenswood Aluminum Corp., and have had some dramatic success in convincing those companies to stop using the scab aluminum.

Three major brewers — Budweiser, Miller and Stroh's — have agreed to stop buying RAC products, as has can supplier American National Can. Many other customers have indicated their intention to end their relationship with RAC.

The "end users" effort is part of a broad-based campaign to support the 1,700 Steelworkers who were locked out and "permanently replaced" by the Ravenswood, W.Va., company in November 1990.

The Steelworkers and AFL-CIO staff assigned to the effort also are pressuring the company's owners, including the elusive U.S. fugitive Marc Rich, and have enlisted help from community, state and U.S. government officials in seeking to force RAC to the bargaining table.

"All of our efforts are designed to bring RAC to the bargaining table," said Steelworkers President Lynn Williams, chairman of the Strategic Approaches Committee, who joined USWA Vice President George Becker, AFL-CIO Organizing Director Joe Shantz and IUD Special Projects Coordinator Joe Uehlein at a briefing during the AFL-CIO Executive Council

**Continued on Page 6**

# POINT OF VIEW

# *Government has duty to assure conversion of defense industry*

*The following is the text of the AFL-CIO Executive Council statement on Economic Conversion.*

The decline in direct military threats to U.S. national security and the reduction in military spending require an economic conversion program for the transfer of economic resources and workers from military to civilian production. Such a program would ensure that those who built the nation's defenses need not suffer in times of peace.

The national interest dictates that this country make the best possible use of the defense industry's accumulated resources, technology and worker skills. Precisely because the defense industry was built to meet the government's military requirements, the government has a unique responsibility to assure that these resources are effectively converted to the production of needed goods and services.

Workers who have labored in jobs related to national defense needs — some in the military, some as civilian employees of the Department of Defense, and others in defense production plants or in providing auxiliary services under contract to the military — should know that their talents will be put to use in civilian production and that their families will be financially secure in the transition.

In those cases where defense production continues, the Congress and the administration should see to it that such production takes place in the United States and should not waive the Buy American Act.

Under the 1990 economic conversion legislation, the Defense Department has transferred $50 million to the Department of Commerce for industrial reconversion and $150 million to the Department of Labor for worker adjustment assistance. This is a meager step in the right direction that provides insufficient funds and lacks special conversion features. The existing legislation provides inadequate worker adjustment benefits and specifies no direct plant-level conversion support or requirements.

Conversion planning should provide for:

- A national commission in which labor, industry and government together plan and coordinate conversion-related activities.
- Community committees in defense-dependent areas, where labor, management and local leaders can work together to develop conversion plans.
- In-plant Alternative Use Committees to engage labor and management in joint exploration of civilian market possibilities.
- Sufficient advance notice of defense procurement cancellations and cutbacks to allow time to develop alternative use plans.
- Appropriate funds to facilitate the planning process.

The business development program should provide for:

- Incentives to help firms convert existing facilities from military to civilian use.
- Plant-level technology and skill assessments to inventory the production potential of defense-related establishments.
- Support for new business ventures.
- Start-up funds for planning, research and development in the form of grants, loans, loan guarantees or tax incentives.

The assistance program for workers should provide for:

- At least six months' advance notice of major layoffs and/or closing of defense plants or military bases.
- At least one week of severance pay for every year of service at the affected establishment.
- A special federal unemployment system with benefits similar to those provided under the earlier Trade Adjustment Assistance program. This would include at least 26 weeks of additional federal unemployment compensation beyond the first 26 weeks of regular unemployment insurance payments.
- Expansion of training, retraining, relocation and placement programs, including adequate funding of the Employment Service to facilitate the conversion process.
- Adequate health insurance protection for displaced workers.
- Early retirement options for workers affected by defense cutbacks to be paid for out of the adjustment fund.

The federal government should provide funds to state and local governments to offset the loss of local taxes and federal impact aid in communities hard-hit by cutbacks at defense plants and military bases.

The AFL-CIO calls upon Congress to enact legislation that provides adequate planning at the national and local level for economic conversion, effective support for business and labor to develop alternative uses of the defense-oriented facilities, and appropriate assistance for workers adversely affected by cuts in military spending.

We urge Congress to allocate a significant share of federal budget savings from defense cutbacks for use in economic conversion planning and assistance.

Steve Yarmola/AFL-CIO News

***"We went through a number of years of a massive military buildup and it was a major source of the extraordinary deficit that this country has hanging over it at present. The AFL-CIO proposed a defense surtax so that it would be paid for currently. Instead, it was passed on to our grandchildren by people who said that this is a political measure of whether one was a true American or not – whether you're for defense. Now we have the problem of demobilization of defense industries. It simply is not a response to say that we cannot afford to make certain that those facilities remain in use and that the people who devoted their careers to that work also have alternative opportunities. Whatever that is going to cost, it is well worth it and from that will come – unlike military expenditures – some lasting value for the country at large."***

**— Lane Kirkland**
**Feb. 18 news conference**


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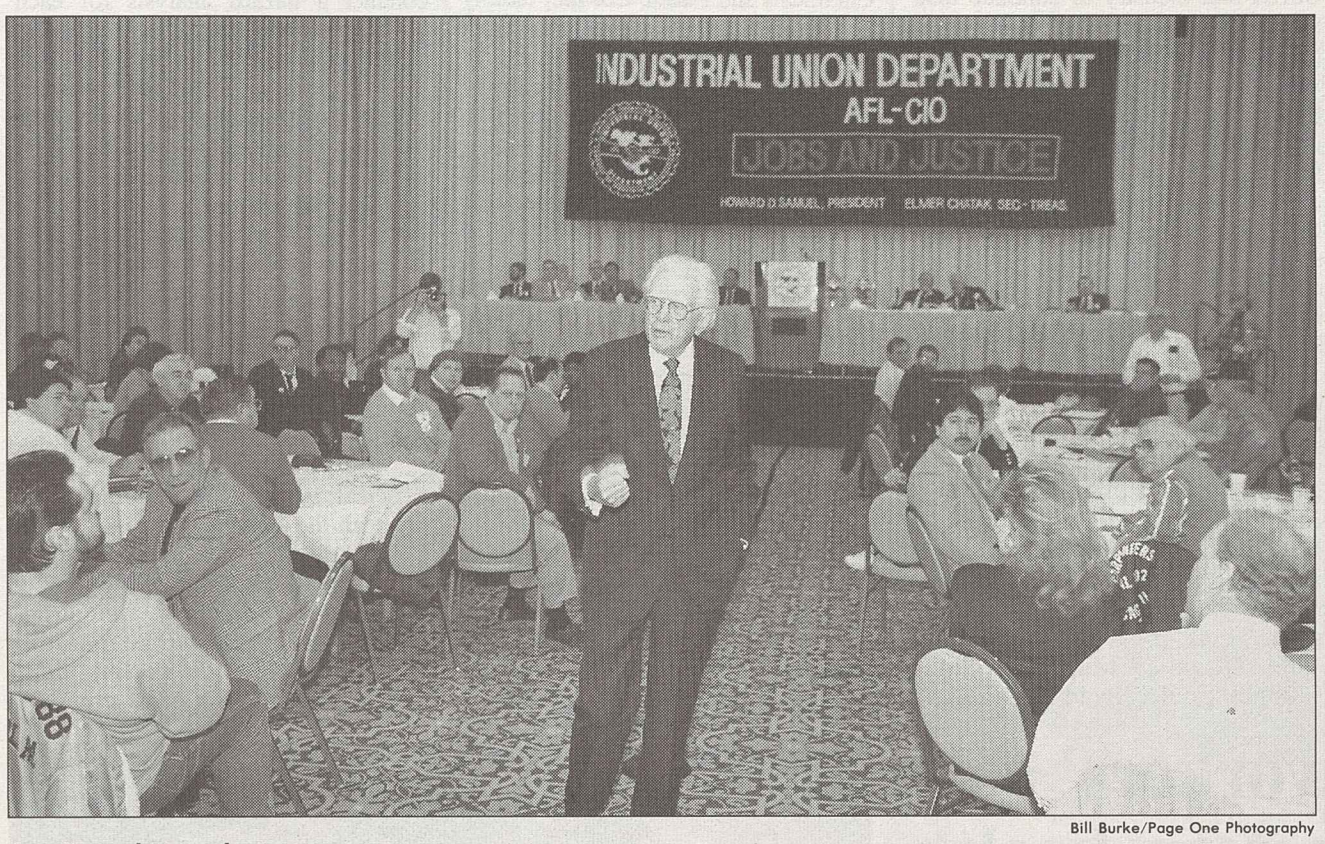
# LEGISLATION




Bill Burke/Page One Photography

**Sen. Howard Metzenbaum** (D-Ohio) exhorts delegates to IUD's legislative conference to step up their grass-roots efforts to convince reluctant senators to vote for the Workplace Fairness bill.

# IUD message: 'Play or pay on S. 55'

**By James B. Parks**

For two days, hundreds of union members fanned out over Capitol Hill delivering the message that the Workplace Fairness bill is the major issue for organized labor and that unions will persevere until passage of S. 55 is assured.

"Your lobbying is critical. It could mean life or death for the bill," IUD President Howard D. Samuel told some 800 delegates to the AFL-CIO's Industrial Union Department's legislative conference in Washington.

There is a majority support for S. 55 when it comes to the floor of the Senate but a majority is just not enough because of the threat of a filibuster, Samuel said.

The delegates spent each afternoon of the two-day conference lobbying senators on S. 55, which would ban the "permanent replacement" of strikers, and on IUD's other legislative priorities: health care reform, reform of the Occupational Safety and Health Act, and fair trade and tax policies.

"The 'permanent replacement' of strikers must be outlawed," said new Teamsters President Ron Carey. "The politicians cannot duck or hide. There is no middle ground." Carey was elected to the IUD Executive Council during the conference.

If President Bush vetoes the Workplace Fairness bill, it will ensure labor unity like this country hasn't seen in years, declared Paperworkers President Wayne E. Glenn.

Sen. Howard Metzenbaum (D-Ohio), chief sponsor of S. 55, lambasted the employers who have no loyalty to longtime employees and who force strikes as a pretext for busting unions.

Metzenbaum also announced that he and Rep. William Ford (D-Mich.) will soon introduce legislation to deny tax breaks, federal subsidies and other benefits to corporations that move jobs overseas. "We can't make greed illegal...but we can say that Uncle Sam is not going to be Uncle Sucker any more."

> *"The politicians cannot duck or hide. There is no middle ground on S. 55."*
>
> **— IBT President Ron Carey**

AFL-CIO President Lane Kirkland commended IUD for its leadership in the fight for the Workplace Fairness bill and reminded the delegates that what they do in contacting their senators when they get back home is the real key to victory.

"The struggle for S. 55 is every worker's struggle," Kirkland said. "It is a fight for our courageous brothers and sisters who stood up for themselves and are now suffering at the hands of scab-herding employers."

Kirkland pledged the AFL-CIO will continue to push labor's legislative agenda by keeping up the pressure on Congress to reform the health care system by the end of the year. The federation also will do everything to spread the truth about the proposed U.S.-Mexico trade agreement "and the havoc it will wreak on our job base and our industrial capacity."

On issues like S. 55 and the North American Free Trade Agreement, Kirkland said, it is up to trade unionists to teach both employers and their apologists in Congress that "you can run, but you cannot hide."

Moreover, Kirkland said, the trade union movement will carry on with its efforts to enhance job safety laws and to secure a national economic program that creates jobs.

"Apparently no one, if not the trade union movement and its allies, will see that these issues are addressed and that America is set on the right course for the world economic competition of the future," he said.

Kirkland noted recent evidence that "the public at large is on our side," citing a nationwide poll of likely voters showing that "72 percent think the country is seriously on the wrong track, while only 18 percent say things are going in the right direction."

Another labor priority must be the defeat of President Bush, said Ladies' Garment Workers President Jay Mazur. "We can turn things around and make history just as we did in 1932" when Franklin Roosevelt defeated incumbent Republican Herbert Hoover in the midst of a depression, Mazur said.

Bush must be voted out of the White House because he is too insensitive to recognize that "the lack of consumer confidence is caused by empty pockets or that fighting oppression in the Middle East is no substitute for fighting depression at home," Mazur said.

To accomplish that task, workers must register and vote in larger numbers, said Clothing and Textile Workers President Jack Sheinkman, citing figures that less than 50 percent of working people vote.

This election could be one of the most crucial in the country's history, said Del. Eleanor Holmes Norton (D-D.C.). This could "be the last chance for America to retain its place as the foremost economic power in the world, but it won't hold it if George Herbert Walker Bush is returned to the White House," she said.

Other union speakers included Carpenters President Sigurd Lucassen; UAW President Owen Bieber; Mine Workers President Richard Trumka; Electronic Workers President William Bywater; Steelworkers President Lynn Williams; Aluminum, Brick and Glass Workers President Ernest LaBaff; Utility Workers President Marshall Hicks; Oil, Chemical and Atomic Workers President Robert Wages; Chemical Workers President Frank D. Martino; Rubber Workers President Kenneth Coss; and Flint Glass Workers President Lawrence Bankowski.

Also speaking were Democratic National Committee Chairman Ron Brown and Sens. Don Riegle (D-Mich.) and Paul Wellstone (D-Minn.).

## Capitol Digest

The Senate approved legislation imposing worker and human rights conditions on China before most-favored-nation trade status can be renewed. Ironically, the 59-39 vote came on the day seven Chinese dissidents were sentenced to prison terms for pro-democracy activities. President Bush has opposed the legislation and is expected to veto it.

"While the AFL-CIO believes China should be denied MFN status immediately because of its ongoing violations of human and worker rights, we support" the legislation, AFL-CIO Legislative Director Robert M. McGlotten said in a letter to the Senate.

The bill requires that the president must certify that China has made "overall significant progress" in the area of worker and human rights, provide a fair bilateral trading system and cease the sale of nuclear weapons.

"The AFL-CIO is concerned about the violation of worker and human rights, specifically the imprisonment of trade unionists and other dissidents, and the use of prison labor in making products for export to the United States," McGlotten said.

The Senate vote was on a conference report approved last year by an overwhelming 402-29 vote in the House. The bill now goes to the White House.

Elsewhere on Capitol Hill:

**CRUISE SHIPS** — Foreign flag cruise ships that operate primarily out of American ports will have to obey U.S. wage and labor laws under a bill reported by the House labor standards subcommittee. Unlike foreign-owned factories operating on U.S. land, foreign-flag ships operating primarily out of American ports do not have to follow U.S. labor laws, which results in pitiful wages and poor and unsafe working conditions. H.R. 1126 would extend coverage of the National Labor Relations Act and the Fair Labor Standards Act to those ships for a five-year period.

**PENSIONS** — The AFL-CIO urged Congress to establish tough new rules — including the insuring of pension annuities by the federal Pension Benefit Guaranty Corp. — to protect workers' pensions from junk-bond fueled practices like those used by the bankrupt Executive Life Insurance Co. The company's bankruptcy "unveiled a set of scurrilous relationships between the insurance, securities and financial institutions that reflect a decade of corporate greed," the AFL-CIO told the House Banking Committee. Tens of thousands of workers' pensions were put in jeopardy by Executive's failure.

**REFUGEES** — An AFL-CIO-backed bill calling for a halt in the forced return of Haitian refugees passed the House 217-165. The administration, which is opposed to the bill, has been forcibly returning refugees to Haiti, where hundreds of people have been killed and thousands imprisoned since a military coup last year.

# Long-awaited chemical standard arrives deficient

By Colleen M. O'Neill

The Occupational Safety and Health Administration's long-delayed chemical process safety standard, finally promulgated after nearly eight years in process, was greeted with a federal lawsuit by the Steelworkers, who hope to correct deficiencies in the rule.

The union filed suit in the week after the standard was published. The Oil, Chemical and Atomic Workers are also considering filing suit, a union official said.

The rule, which covers more than 3 million workers at 25,000 worksites, is slated to take effect May 24.

"We are happy that (OSHA) finally came out with the standard," said Michael Wright, director of health, safety and the environment for the Steelworkers. "We've been working to get this standard since 1985, so the fact that it's out at all is a victory.

"However, we're disappointed by the deficiencies in the standard."

"The standard is just another smokescreen that deludes the public into the perception that OSHA is doing something to prevent the many catastrophic fires and explosions of the past two years," said OCAW President Robert E. Wages.

"It's a smokescreen that allows OSHA and industry to continue their sweetheart relationship of deals behind closed doors with workers left out in the cold and contract employees relegated to second-class citizenship."

OSHA began work on the chemical process safety management standard after the tragic chemical plant accident in 1984 in Bhopal, India, in which more than 2,000 people were killed. Shortly thereafter, maneuvers by the White House Office of Management and Budget in 1985 halted OSHA's work.

In the eight years since the standard was begun, fatal — and potentially preventable — explosions have occurred in the petrochemical industry, including those at a PEPCON rocket oxidizer plant in Henderson, Nev., and a Shell Oil refinery in Norco, La., both in May 1988, killing eight workers; a Phillips Petroleum Co. plant in Pasadena, Texas, in August and October 1989, killing 25 workers; an Arco Chemical Co. facility in Channelview, Texas, in July 1990, killing 17 workers; a CITGO Petroleum Corp. refinery in Lake Charles, La., in March 1991, killing six workers; and a Union Carbide Chemicals and Plastic Co. Inc. facility in Port Lavaca, Texas, also in March 1991, killing one worker.

OSHA resumed work on the safety proposal after the Shell blast in 1988.

The rule covers processes involving more than 130 high-hazard chemicals at specified quantities and flammable liquids or gases in quantities of 10,000 pounds or more. It also applies to pyrotechnic and explosives manufacturing covered under other OSHA rules.

It includes provisions for compilation of written safety information; employee involvement in development of hazard analyses and access by employees to such information; clear, written instructions regarding safe operating processes; and mandated training for specific safety and health hazards, emergency operations and safe work practices.

In announcing the standard, Dorothy L. Strunk, acting administrator of OSHA, claimed that full implementation of the standard would cut the risk of a catastrophic accident by 80 percent and prevent 264 deaths and 1,534 injuries/illnesses annually.

Employers covered by the plan must conduct a hazard analysis for each covered process, but OSHA left it up to the employer to decide in which order the analyses would be performed. OSHA also gave employers a five-year schedule for completing the analyses.

"It's a very performance-oriented standard, which means the companies have a right to reach the standard's objectives in a couple of ways," Wright said. "The final standard doesn't require them to do what their own hazard analysis tells them to; they need only address" the problem, but no remedies or manners of address are part of the rule.

"The training requirements also are deficient; we do not believe they comply with the statutory language of the Clean Air Act," he said. Further, "many accidents are caused by faulty maintenance operations, yet maintenance workers need not be trained to the extent production workers are," Wright said. "That's quite wrong."

# Bieber extols workers' role in workplace safety, health

Significant reform of the Occupational Safety and Health Act will not occur unless workers are given a voice in their own safety, UAW President Owen Bieber told a House panel considering OSHA reform.

"The single most important issue to be addressed is participation by workers and their representatives in all aspects of workplace health and safety programs," Bieber told the House Education and Labor Committee.

Committee Chairman Rep. William D. Ford (D-Mich.), who introduced the legislation, H.R. 3160, said the requirement for joint health and safety committees in workplaces with 11 or more employees is the most innovative provision in the bill.

"It would empower employees to select, from among their colleagues, a representative who would participate in all aspects of health and safety decision-making. This would bring democracy to the workplace," Ford said.

The hearing was part of a series on the reform legislation. This forum focused exclusively on the provisions that would require employers to establish joint commmittees to put health and safety programs into place and enforce them.

John Johnson, first vice president of UAW Local 1887, shared his firsthand knowledge of safety committees with the legislators. In October 1987, a chemical release of hydrogen chloride gas at the Mallinckrodt plant in St. Louis sent him and 42 fellow workers and residents to a local hospital with burning eyes, sore throats and nausea.

"Following that incident, I decided to become more actively involved in health and safety," he said. "I felt that there was a stronger need for me and my co-workers to be made more aware of the hazards associated with our jobs and to do something about it.

"The process of resolving health and safety problems at the plant through the joint labor-management health and safety committee, although slow, has improved over the past several years," he continued. "Our members are now more aware of OSHA standards. Through our joint activities, the company has also been made more aware of what needs to happen in order to have a better health and safety program."

Several lawmakers on the panel expressed support for the legislation.

"It is clear to me the Act is in desperate need of change," said Rep. Nita Lowey (D-N.Y.).

"The response of OSHA has been inadequate — with 1,200 inspectors for more than 5 million workplaces... In 20 years, there have been only four convictions, with a total of 45 days spent in jail," he pointed out.

"Joint safety and health committees are something OSHA could do now — and should do now," said Rep. John Reed (D-R.I.).

"We can put together a bipartisan OSHA reform bill," said Rep. Steve Gunderson (R-Wis.). "There's no excuse for partisan politics when it comes to the safety and health of American workers."

In response to an assertion by Rep. Paul Henry (R-Mich.) that safety committees need not be required under the law, Bieber said, "I know of no way to put this on a voluntary basis — it doesn't work. It just doesn't work."

Bieber said conditions are especially bad at non-union plants, exacerbated by the current economic downturn, and told of workers "afraid to stay (in an unsafe plant), but who take the job because there are no other jobs."

He also discounted arguments that safety committees would add overwhelmingly to employers' costs. "In many cases, it doesn't add anything — or a very slight cost....Dollars and cents are one thing — human life is another. You don't get a second chance with human life."

Service Employees' President John J. Sweeney, AFSCME President Gerald W. McEntee and Fire Fighters' President Alfred K. Whitehead are scheduled to appear before the panel March 5 on the concerns of public employees.

Meanwhile, AFGE President John N. Sturdivant told the House Post Office and Civil Service subcommittee on civil service Feb. 27 that "safety and health programs in the federal government are in a state of crisis."

"Agencies are free to ignore OSHA citations with impunity and they do — sometimes for years," he said.

"The bottom line is that without an enforcement mechanism, voluntary compliance is all we have, and it doesn't work," he stressed.

Sturdivant testified in support of H.R. 3149, the "Federal Employees Occupational Safety and Health Act."

Extending health and safety coverage to federal employees also is a provision of H.R. 3160.

— Colleen M. O'Neill

Steve Yarmola/AFL-CIO News

**Pressed on** worker safety issues, Labor Secretary Lynn Martin tells the Executive Council that President Bush's 90-day moratorium on regulations would not affect "imminent danger" OSHA rules.

# Nursing home fines bolster call for more staff, training

A nursing home owned by Beverly Enterprises, which denied entry to Occupational Safety and Health Administration inspectors in November 1991, was cited for five serious OSHA violations Feb. 4 and fined $10,625.

"This is further proof of severe hazards nursing home workers face every day," said Robin Gillespie, the Service Employees Mid-Atlantic health and safety representative. "The solution is straightforward — more staff, better equipment and better training. Nursing home workers can't continue to provide good patient care under these conditions."

Workers at the Beverly-owned Carpenter Care nursing home in Tunkhannock, Pa., are represented by SEIU District Local 1199P.

The firm was cited for exposing employees to injury from repetitive lifting and other strenuous operations, said Andrew Hedesh, area director of the Wilkes-Barre, Pa., OSHA office.

In addition, Beverly did not have a lockout-tag-out program and employees were potentially exposed to blood-borne disease agents when washing soiled garments.

Carpenter Care tried to prevent OSHA from entering its facility even after the agency obtained a search warrant. However, Beverly consented to let OSHA inspect the facility after the agency and the company signed a stipulation agreement Dec. 12.

Under that agreement, OSHA dropped a contempt order against the Beverly facility.

OSHA also has cited two other Beverly owned facilities in Pennsylvania for ergonomic and infection-control violations.

# EXECUTIVE COUNCIL

## Unions begin to endorse for president

By Michael Byrne
*Bal Harbour, Fla.*

Holding out the possibility that the AFL-CIO might make a presidential endorsement later, the Executive Council voted to release affiliated unions to work for the candidates of their choice.

The council decided "that the best way to keep these primaries focused on the urgent issues of working people is for its affiliated unions to become involved in the process at every level and to obtain the maximum number of convention delegates," AFL-CIO President Lane Kirkland told a news conference.

"I recommended and supported the proposition that, at this stage, it would be appropriate to release affiliated organizations from their commitment to abstain from a premature endorsement," Kirkland said, "so that they can play an active part in the forthcoming primaries."

Kirkland said the federation would continue to assess the situation through its Political Work Committee. "If, during the primary season, a consensus emerges, the AFL-CIO may still make a pre-convention endorsement."

AFL-CIO unions had agreed to a presidential preference process that would preclude any endorsement until a consensus could be reached, in a two-thirds vote by the federation's General Board. But council members reported that a majority of unions are not yet ready to make that decision while others were eager to get involved in the race.

Several unions were still in the process of polling their membership and others were undergoing the educational process of distributing information about the candidates, including the videotapes and transcripts from the AFL-CIO convention's candidates forum. Others preferred to remain neutral, at least for the time being.

Of the 32 council members polled, 14 said they were prepared to work for Sen. Tom Harkin (D-Iowa). A preference in their unions for Gov. Bill Clinton of Arkansas was expressed by three council members — Gerald McEntee of AFSCME, Lenore Miller of the Retail, Wholesale and Department Store Union and Albert Shanker of the Teachers. The rest were as yet uncommitted.

Raymond Crowell/Page One Photography

**COPE Director** John Perkins explains his lucky charm to ward off "voodoo economics." It consists of a pair of Taiwan-made socks purchased at the same store President Bush bought his with much fanfare just before Christmas, and of course the necessary bulb of garlic, which is home grown.

Immediately following the council session, nine union presidents announced the formation of a labor committee for Harkin. They were: Morton Bahr, Communications Workers; Owen Bieber, UAW; William Bywater, Electronic Workers; George Kourpias, Machinists; Jay Mazur, Ladies' Garment Workers; Robert Scardelletti, Transportation Communications Workers; Jack Sheinkman, Clothing and Textile Workers; Richard Trumka, Mine Workers; and Lynn Williams, Steelworkers.

The council decision effectively prohibits using the political machinery of the AFL-CIO Committee on Political Education, or that of state and local AFL-CIOs, to support any candidate.

The council agreed, however, to allow state and local AFL-CIO officials as individuals to commit themselves to candidates for the purpose of becoming delegates to the political convention.

"These are individuals who have established relationships with elected officials and who can have an impact on the process" at the party convention, COPE Director John Perkins explained during a news briefing.

Perkins said COPE will continue its educational programs, distributing videotapes of the candidates forum and information on the delegate-filing process. "The labor constituency will continue to be the most informed group in the process," he said.

Perkins pointed out that the late entry by candidates into the race had compressed the process, making it more difficult this year than in previous years for labor to get out all the information on the candidates and to reach consensus on an endorsement before the primary season.

The council decision to release affiliates to endorse came the day after the New Hampshire primary, which showed the vulnerability of President Bush on economic issues. "The voters of New Hampshire have launched the presidential primary season with an urgent call for economic recovery," Kirkland noted.

"American workers and their unions will strive to use the presidential primary process to steer the nation away from the road to a low-wage society," Kirkland added.

"Working people do not like the direction the country is taking. They want leadership that will create jobs, solve the health care crisis and tackle the nation's trade problems," he said.

"Elections now are the way to change the course."

The council also approved a statement calling on all candidates to refrain from "dishonest and deceptive tactics, personal attacks and negative campaigning of the type employed in the 1988 presidential race," singling out President Bush's infamous Willie Horton ad used against Michael Dukakis.

"While negative campaigning in one form or another has been a part of American politics since the early days of the republic, its escalation in recent years is debasing the political process and eroding public trust in government," the federation said.

Asked about the heavy pressure Bush is under from right-wing Republicans, Kirkland said he didn't know if Bush "will respond to this shock by trying to move to the right of Pat Buchanan, which would be a very neat trick if he could do it." He predicted that such a strategy would "damage him severely in the general election."

Of the five Democrats still in the race after New Hampshire, Kirkland said that "any of these candidates, if nominated, would offer far greater promise for the future of the country . . . than the incumbent administration."

## Persistence, innovation paying off in organizing efforts

By Candice Johnson

AFL-CIO unions have posted a number of significant victories in areas historically considered difficult to organize, Service Employees President John Sweeney reported to the Executive Council.

Meanwhile, new initiatives are under way to assist affiliates in organizing campaigns, including a nationwide computerized tracking system for union election petitions and a task force involving local and regional union leaders.

Sweeney, who heads the AFL-CIO committee on organizing, outlined breakthroughs in the traditionally anti-South, and in the health care industry, where a Supreme Court decision has cleared the way for organizing among eight distinctive bargaining units, theoretically freeing a union of the need to haggle for years with an employer over unit determination.

The Clothing and Textile Workers won a National Labor Relations Board election to represent 150 workers at Gitman Brothers, a shirt manufacturer in Jackson, Miss., and also gained a first contract for 500 workers at S. Lichtenberg, a Georgia drapery manufacturer, Sweeney reported.

In Raleigh, N.C., bus and van drivers at Yellow Cab Company and Raleigh Transit Service voted to join the Amalgamated Transit Union, while the Bakery, Confectionery and Tobacco workers won an election covering 400 workers at Eagle Snacks in Fayetteville, Tenn., and the UAW posted an election win at Murray Ohio Corp. in Lawrenceville, Tenn., covering 3,000 workers.

In the hospital and health care sector, the Operating Engineers have won 20 of 28 elections among skilled maintenance workers, including a 12-year fight at Bakersfield Memorial Hospital in Los Angeles, Sweeney reported.

Despite the Supreme Court decision last April upholding the NLRB's determination of eight appropriate units for acute care hospital organizing, management opposition remains fierce, Sweeney said. Moreover, the NLRB procedures for processing election petitions have not "proven to be as expeditious as initially hoped."

Other health care victories include:

- An election among 112 professional and non-professional health care workers with the Oglala Nation in Pine Ridge Reservation, S.D., who chose the

**Continued on Page 16**

# Pittsburgh Press unions rally community support

By James B. Parks

Support from labor and the community is surging for the workers at the Pittsburgh Press, who are fighting unfair working conditions and threats of layoffs.

The AFL-CIO Executive Council urged affiliated unions and state and local AFL-CIOs "to join in every appropriate way in showing their solidarity with the workers at the Pittsburgh Press."

The AFL-CIO, through its Strategic Approaches Committee, has reviewed the situation with the Pittsburgh Newspaper Unity Council, which represents the 10 unions at the Press. The AFL-CIO Organization and Field Services Department also has reached out to Pittsburgh's religious community to rally support for the workers' plight, said George Curtin, the Unity Council coordinator.

The 1,600 union members at the Press have worked since Dec. 31 without a contract. Negotiations have been going on for five months. The unions involved include IBT, Graphic Communications, typographical workers from the Communications Workers, Pressmen, Mailers, Paper Handlers, Service Employees, Electrical Workers, Machinists and the Operating Engineers.

The support of the religious community has played a major role in previous labor struggles, most notably the Pittston Coal and the New York Daily News strikes. Religious groups also have rallied for S. 55, the Workplace Fairness bill, and against the proposed North American Free Trade Agreement.

Briefing reporters at the Executive Council meeting, Organization and Field Services Director Joe Shantz said the effort to build coalitions within the community should "convince the Press that Pittsburgh is a union town, and that the residents will support its union workers."

To boost the unions' limited corporate campaign, Steelworkers President Lynn Williams, Teamsters Secretary-Treasurer Tom Sever and Allegheny County AFL-CIO President Paul Stackhouse have written to Press advertisers urging them to support the workers. The letter follows initial contacts by the Unity Council with about 90 percent of the Press advertisers.

Steelworkers photo

**Teamsters Vice President** John Morris leads union members and supporters at a "Stop the Press" rally in Pittsburgh. With him is Charles Ellington, vice president of the Graphic Communications Union.

Another campaign is being urged against the newspaper's plan to drop its youth carriers. The Press has said it wants to convert from using 4,500 youth carriers to adult carriers who would pick up the paper at 30 centralized points. Currently, the youth carriers receive the papers at convenient locations serviced by 450 IBT drivers.

Cards canceling subscriptions to the Press will be passed out during the city's St. Patrick's Day parade March 13, along with balloons carrying the "Stop The Press" slogan.

In another development, the Pittsburgh City Council will soon take up a resolution supporting the workers. Mayor Sophie Massloff has expressed support for the unions' goals, Curtin said, and she will back the council resolution.

The AFL-CIO Executive Council statement called on the management of the paper to negotiate a new agreement "that preserves decent conditions and saves jobs."

The Press employees "achieved a decent standard of living for their families through many years of collective bargaining for fair union contracts. The security of these workers and their families is now needlessly endangered by the refusal of management to sit down and negotiate new agreements," the council said.

Negotiations with the Press have been sporadic and fruitless, Curtin said. The paper has not addressed any of the workers' concerns, he said, and "it appears they're going to implement their plans without regard for the unions."

In addition to the new distribution system, the company has proposed no wage increases in the first two years of a new contract, the elimination of a longstanding medical insurance plan, a reduction in retiree health coverage and a reduced pension plan.

The unions also have filed charges against the company with the National Labor Relations Board. The charges claim the Press has unilaterally changed working conditions by refusing to allow route selection by seniority, reducing its contributions to benefit funds and revising work schedules.

The Newspaper Guild, which supports the Unity Council, represents workers at the morning paper, the Post-Gazette, but not at the Press. Under a joint operating agreement, the Press handles non-editorial operations for both papers.

# Unions train spotlight on RAC owner-fugitive Marc Rich

**Continued from Page 1**

meeting to outline the corporate campaign.

Williams presented to the Executive Council a RAC Stakeholders Report, which detailed the company's unfair labor practices against the workers and its adverse impact on the West Virginia community. The report lists many of the end users of RAC aluminum, including General Dynamics and the Big Three automakers.

The labor campaign thus far has reduced the Ravenswood output from 30 million to some 10-13 million pounds of aluminum per month, Williams told the council. RAC was producing 55 million pounds per month before the lock-out.

"Twenty-five to 30 percent of the customers use the aluminum in beverage cans," said Becker, who recounted the campaign's success in getting Budweiser, Miller and Stroh's to agree not to use the scab aluminum.

Uehlein described the international campaign against Rich, who controls RAC through a complicated financial network and who is protected by the Swiss government from a 65-count tax fraud and racketeering indictment by the U.S. government.

RAC was sold three years ago by Kaiser Aluminum to Charles Bradley, who leveraged the buyout with a $260 million loan from Ridgeway Commercial in Switzerland, which is owned by Rich, Uehlein was told when he visited the Ridgeway offices.

After six months, Bradley sold 27 percent of the company to Emmett Boyle, now the president of the company, and 48 percent to Willy Strothotte, the director of Clarendon Ltd. and a close associate of Rich who shares an office with him in Zug, Switzerland. Bradley retained 20 percent and sold 5 percent to various managers in the plant.

"There is no question that Rich controls RAC, even though he denies it," Uehlein said. "He keeps his ownership percentage just below 50 percent to avoid drawing attention to himself." Rich also owns 49 percent of Clarendon, which sells metal to the U.S. Mint.

Rep. Robert E. Wise (D-W.Va.) has held two hearings to investigate the U.S. government dealings with Rich, who is reputed to be the second largest commodities trader in the world. Another hearing is set for March 5 before the House Government Operations' information, justice and agriculture subcommittee which Wise heads.

Rich has retained Leonard Garment, President Nixon's former general counsel, reportedly at $1 million a year, to help him clear his legal hurdles. Rich faces up to 325 years in prison on the tax charges.

Meanwhile, the international labor community has rallied against Rich throughout Europe. A rally in Romania, featuring a puppet of legendary union organizer Mary Harris "Mother" Jones admonishing puppets of Rich and Boyle, drew a crowd of 20,000. A rally was scheduled for Feb. 27 in Czechoslovakia and another for March 3 in England.

Besides the congressional hearings in Rich's dealings, the Steelworkers are pressing their case with the Occupational Safety and Health Administration, which recently issued 631 citations and proposed a fine of $600,000.

Since Boyle took over, five workers have died at the plant, compared with just one during the 31 years that Kaiser operated the facility.

In addition, the National Labor Relations Board has issued several unfair labor charges, including a complaint that RAC illegally locked out its union labor force. If upheld, the complaints would lead to the dismissal of all the replacement workers and reinstatement of the original work force with back pay.

But, for the 1,700 "permanently replaced" Steelworkers, "the clock is running on more than $15 million owed in back wages," Williams said. Out of work for more than a year, the workers are holding their lives together the best they can in a community that depended on employment at the aluminum plant.

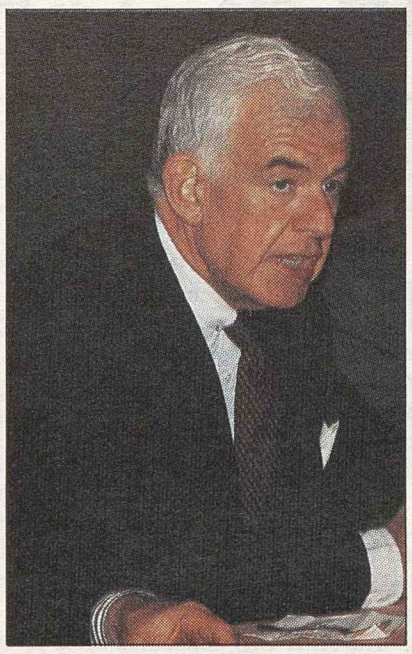
"We want to get those workers back on the job and restore that community to the very comfortable and pleasant place that it once was for the people who live there," Williams said.

Becker pointed out that the average age of the "permanently replaced" Ravenswood workers is 52 and that the average age of service is 24 years.

"The company wanted to bust the union from the beginning, figuring to save itself a lot of money just in pension commitments," Becker said. "They advertised for the replacements even before the bargaining started, and they brought a stack of applications to the negotiations.

The workers "will hang in there," Becker predicted. "That's one of our great strengths. We're committed to last just one day longer than Ravenswood management."

— **Michael Byrne**



Steve Yarmola/AFL-CIO News

**Congressional leaders** addressing economic concerns of the Executive Council are (from left): Thomas Foley, Richard Gephardt and George Mitchell.

# Congress urged to act to stimulate economy

**Continued from Page 1**

do, with or without the accompanying gift-wrap of modest tax cuts for middle-income working families.''

The council pointed out that ''soaring health care costs are sapping the buying power of working Americans and hurting the nation's economy and global competitiveness,'' and called for comprehensive reform measures such as those contained in the Senate Democratic leadership package or others that meet the federation's goals of universal access, enhanced quality and cost containment.

To restore and sustain America's economic might in the global economy, the council called for a ''coordinated industrial policy aimed at modernizing and strengthening the nation's productive capacity. Such a policy should help target research and development and investment in key industries, coordinate trade policy with general economic policies and promote education and training programs.''

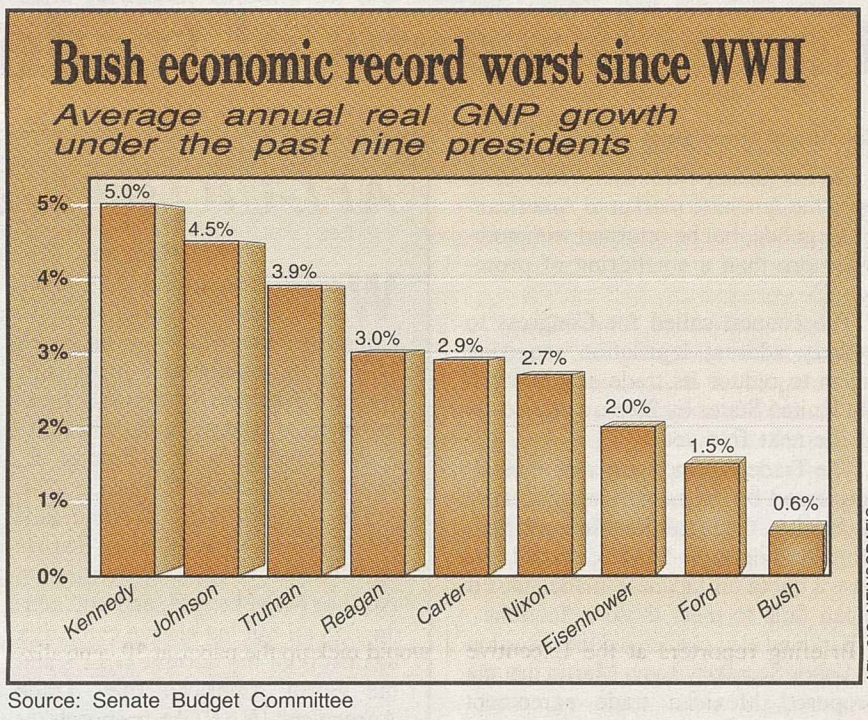
The federation got some immediate support for its recovery plan from Senate Majority Leader George Mitchell (D-Maine), who said that, after reading the statement, he was struck with the fact that ''it sounds like statements I've made.''

Mitchell, quoting Franklin Roosevelt's assertion that ''the best social program is a job,'' promised to seek a revision of the current budget agreement to ''break down the firewalls'' between defense and domestic spending in order to fund job-creating programs using the peace dividend.

''Regardless of those negotiations, we are certainly prepared to use those military expenditures to fund retraining programs to assist in defense conversion to the civilian economy,'' Mitchell said.

House Speaker Thomas Foley (D-Wash.) and Majority Leader Richard Gephardt (D-Mo.) also backed the AFL-CIO proposals, although Foley cautioned that it would be difficult to convince House members to pay for job-creating public works through higher taxes on the well-to-do because of political fears.

Noting that Machinists face the loss of jobs in his district in St. Louis because of defense layoffs, Gephardt said that ''the good news is people want us to use the peace dividend for jobs-creating spending programs, not for tax cuts.''




Source: Senate Budget Committee

The council statement calls for suspending the budget agreement to pay for jobs programs, arguing that ''as people go back to work, they pay taxes instead of collecting unemployment benefits and thereby reduce the deficit by approximately $50 billion for each 1 percent reduction in unemployment.''

Federation economists estimate that for each $1 billion spent on aid to state and local governments, 30,000 jobs are created. ''Such investment would also increase the efficiency of the economy, improving America's competitiveness,'' the council said.

''In these tough economic times, America's workers want nothing more than a chance to work, a chance to provide for their families, and a chance to lead this nation back to economic health,'' the statement concluded. ''We call on Congress to swiftly enact this comprehensive program — including a strong dose of fiscal stimulus — that will give them that chance by creating the jobs they need.''

# Workers bear increasing burden of military downsizing

**By John R. Oravec**

America faces a major obligation of easing the hardships on workers and communities caused by the downsizing of military operations and shifting away from defense-oriented jobs, the AFL-CIO Executive Council said.

Congress and the Executive Branch must be deeply involved in the transfer of economic resources to civilian production, the council declared in calling for a national commission comprising labor, industry and government representatives to plan and coordinate the conversion.

The council action came amid mounting evidence that the nation is heading for a catastrophic loss of jobs and industrial output because of military cutbacks.

An estimated 200,000 aerospace workers saw their jobs evaporate in the last two years as defense contractors rolled back production. Tens of thousands of jobs are being wiped out at Naval shipyards that are under the military budget gun.

Hundreds of thousands of other workers are on the edge of losing their livelihoods with the imminent closings of military bases and sharp cutbacks by the Department of Defense in other areas. Some longer-run projections stemming from defense spending reductions point to the elimination of some 800,000 jobs into the mid-1990s.

A study by the congressional Office of Technology Assessment found that with the end of the Cold War, defense spending could slip during the 1990s to its lowest level in 40 years. The cutback could result in 2.5 million defense-related jobs being slashed by the year 2001 from the current level of 6 million.

The OTA study, ''After the Cold War, Living with Lower Defense Spending,'' projects annual job losses of 275,000 that could add to the nation's economic problems flowing from the continuing Bush recession.

Today, the OTA said, there are fewer job opportunities for displaced defense workers to move into because of two key factors:

- The economy is far weaker than in defense build-downs following the Korean and Vietnam Wars.
- The nation's manufacturing sector is battered by imports and global competition.

''The profile of job creation in the United States in the last decade has been skewed toward low value-added services with low pay, poor benefits, and little knowledge generation,'' while the defense industry is oriented toward high-paying manufacturing, research and scientific jobs, OTA said.

The cutbacks will have a far greater impact on some areas, the study warned, noting that about half of the nation's defense-related jobs are concentrated in eight states: California, Texas, Virginia, New York, Florida, Massachusetts, Ohio and Pennsylvania.

The Executive Council said an effective conversion program is essential to ''insure that those who built the nation's defenses need not suffer in times of peace.''

The council said worker assistance should include six months' advance notice of layoffs, long-term severance pay, expanded training, relocation and placement programs, health care insurance and early retirement options.

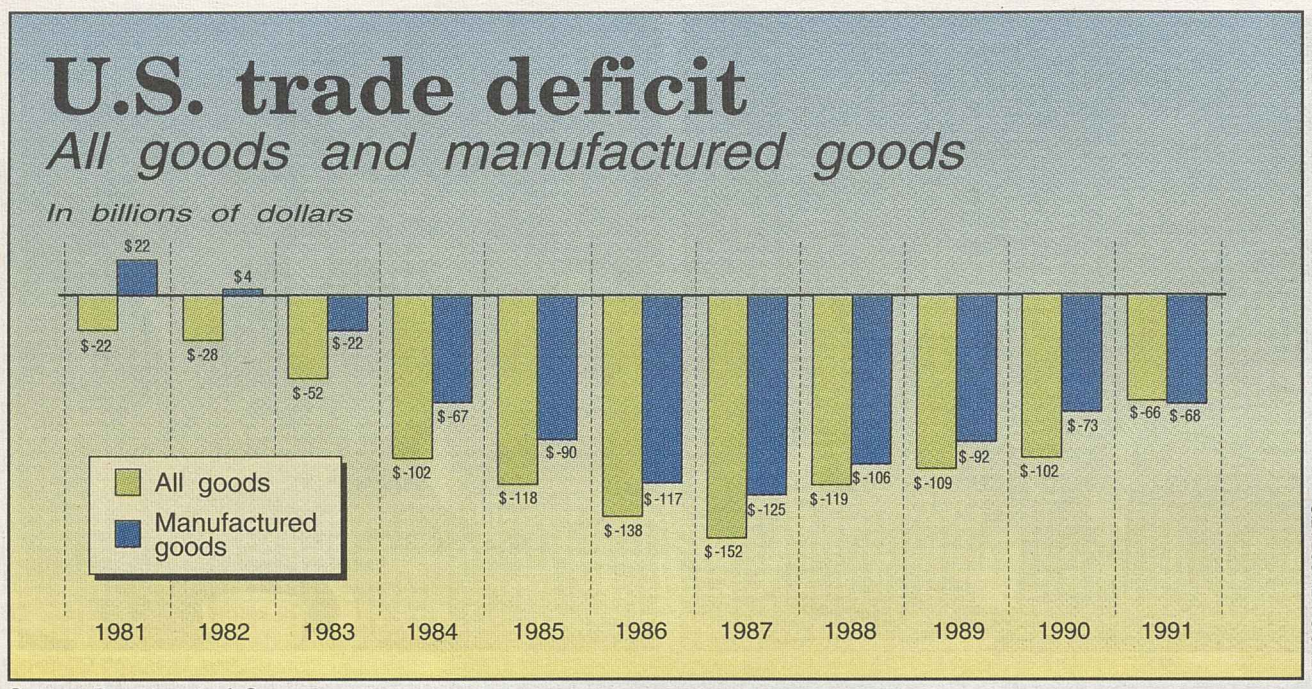
Unions have been stepping up efforts to some displaced workers through direct assistance to members, as exemplified at a January conference in New Orleans conducted by the Human Resources Development Institute, the employment and training arm of the AFL-CIO.

In an address to conference participants, President George Kourpias of the Machinists called for the government to establish a solid job-creation program, since many of the displaced and retrained workers will not have a place to put their new skills to work.

An essential step, Kourpias suggested, is to halt the drain of jobs to Mexico and other countries.

President John Sturdivant of the Government Employees noted that many federal workers are losing their jobs not because of management mistakes or unfair trade policies, but because these workers did a good job in winning the Cold War.

Sturdivant stressed the need for a legislative package for DOD workers that includes early retirement options, retraining and placement centers.




Source: Department of Commerce

AFL-CIO NEWSGRAFIC

# Council warns of trade pact perils

**Continued from Page 1**

He noted that Bush had "set out to open the Japanese market to American-made goods, but he returned with nothing more than a smattering of promises."

The council called for Congress to quickly address legislation requiring Japan to reduce its trade surplus with the United States by 20 percent in each of the next five years.

The Trade Enhancement Act of 1992, sponsored by House Majority Leader Richard A. Gephardt (D-Mo.) and Sen. Donald Riegle (D-Mich.), would impose a quota on Japanese-made autos if Japan fails to meet those reductions.

Kirkland also challenged the assertion of Labor Secretary Lynn Martin that the proposed Mexican trade agreement would not bring an appreciable loss of U.S. jobs.

"History and experience disproves her blithe optimism," he said. "There is job loss taking place every day. NAFTA, as presently contemplated and as they seem to be negotiating it, would accelerate and aggravate that job loss."

Labor's concern is that the Bush trade proposal with Mexico "would pull the plug on our industrial capacity," Kirkland said. NAFTA would afford U.S. manufacturers and producers "to abandon their country and escape all of the environmental, welfare, safety, health, labor and other laws and conditions that we have struggled for years to establish in this country."

In a separate statement, the council denounced the interference of U.S. employers operating maquiladora factories that led to the arrest of a Mexican union official in the midst a series of strikes in Matamoros, Mexico.

Taken into custody by Mexican authorities was Agapito Gonzalez Cavazos, head of the 32,500-member Union of Day Laborers and Industrial Workers, on three-year-old charges of tax evasion. Gonzalez actually was singled out as a threat to NAFTA, the council said.

U.S. employers from the Maquiladora Association met with Mexican President Salinas after Gonzalez's striking union won a 25 percent pay increase at a number of plants. Four days later, with negotiations under way at 32 other maquiladora plants, Gonzalez was arrested and taken to Mexico City.

After two weeks under armed guard, he was arraigned. The judge dismissed the charges and Gonzalez was freed. But later the same day, Mexico's attorney general filed new tax evasion charges and Gonzalez was taken into custody again.

The week after the council meeting, the AFL-CIO learned that Gonzalez — who is 75 and in ill health — was still in a Mexico City hospital. The armed guards were no longer in the hospital corridor, but he was still not free to return to Matamoros or resume work on behalf of his union members.

The council noted U.S. maquiladora employers were quoted in a Texas newspaper as saying they would get "more favorable terms" from maquiladora workers after the arrest. They said it was a message aimed at other Mexican labor leaders "getting in the way of growth," as well as workers at 60 other unionized maquiladora plants and others that are not organized.

"Trade and trade arrangements should not have any purpose except to improve the lives of the citizens of the nations involved," the council said. "The loss of U.S. jobs to the growing number of plants in the so-called 'maquiladora' program will only increase under the proposed North American Free Trade Agreement. The arrest of Gonzalez shows the attitude of U.S. employers toward Mexican workers who seek to improve their standard of living."

Meanwhile, NAFTA "fast-track" negotiations shifted to Dallas where U.S., Canadian and Mexican officials were greeted by union pickets protesting the tone of the talks and the threat of more job losses. The demonstrators voiced concerns that many major industrial firms continue to move operations across the border to exploit the poverty-level wages of the maquiladora enclaves.

"We simply can't compete for jobs with an area that works for 40 cents an hour," said Secretary-Treasurer Jim McCasland of the Dallas AFL-CIO. "We want a level playing field."

Under the fast-track arrangement of the NAFTA and GATT trade talks, any negotiated agreement coming before Congress must be approved in its entirety or rejected.

In addition to pressing for the proposed Trade Enhancement Act, the council called on Congress to reject the Bush budget proposal to eliminate Trade Adjustment Assistance for workers whose jobs are lost to the flood of imports.

"Rather, Congress should strengthen programs to guarantee adequate income support and training opportunities for workers hurt by international trade investment," the council said.

## *AFL-CIO set to counter treaties*

**Bal Harbour, Fla.**

While it is uncertain if the Bush administration will send to Congress either of the two proposed U.S. trade agreements during this political year, the federation is making plans to counter both, AFL-CIO Secretary-Treasurer Thomas R. Donahue told the Executive Council.

The AFL-CIO will proceed as if the General Agreement on Tariffs and Trade (GATT) is coming in April or May, he said, and will conduct an all-out legislative campaign against both the current GATT and the North American Free Trade Agreement (NAFTA) proposals.

House Majority Leader Richard Gephardt (D-Mo.) told the council that "we absolutely have the right to amend (NAFTA) under the fast-track procedure we agreed to" and predicted that it would undergo considerable scrutiny.

"We should have the position that we're not going to be for any treaty that does not address disparities — environmental, safety and workers' rights — between countries," Gephardt said.

Gephardt cited the example of the European Community, which worked for 15 years, spending $45 billion on "structural adjustment," to overcome the 2-1 disparity between the richer nations and the poorer countries of Greece, Portugal and Spain. "And we have a 10-1 disparity with Mexico."

To facilitate the campaign, Donahue said, the AFL-CIO has established a task force on trade, headed by trade expert Mark Anderson, assistant director of the Department of Economic Research. Another trade specialist will be added and two staff members will be loaned to the task force — Burnie Bond from International Affairs and Ed Feigen from Organization and Field Services.

In addition, Donahue said, an interdepartmental committee will work on the campaign with an emphasis on grass-roots strategy.

The federation will continue to work with state and local AFL-CIOs to mobilize union demonstrations and rallies around the country, Donahue said.

# AFL-CIO urges public pension fund protection

**Bal Harbour, Fla.**

The federal government must intervene to prevent states and municipalities from attempting to expropriate the hard-earned retirement savings of public employees and retirees, the AFL-CIO Executive Council said.

These power grabs by state and local governments include cutbacks in promised benefits, refusals to make scheduled contributions and structural changes in the pension funds.

"The AFL-CIO condemns those refusals to fulfill promises made to public employees and urges the adoption of federal legislation that would establish administrative requirements and protections for public employee pension funds," the council said.

The federation urged state and local governments to comply with the following principles:

- Recognize that unilateral actions that undermine the scheduled contributions, the amount of benefits, or change the funds' governance or administration to favor employers are unlawful impairments of contracts between public employees and the government.
- Create separate pension trusts to prevent the diversion of assets by state or local governments.
- Give a board of trustees the sole responsibility to act in the best interest of plan participants and beneficiaries, especially with public employee pension funds when actuarial and investment decisions are made.
- Provide an equal number of employee and employer representatives on the pension funds boards.

The council also criticized the Bush administration for abandoning the Magnetically Levitated High Speed Ground transportation (MAGLEV), a technology that would allow trains to travel at high speeds over a magnetic cushion.

The Steelworkers and the Pittsburgh Building and Construction Trades Council have joined government and business interests as equal partners in MAGLEV Inc., an effort to design and build a network of high speed systems to connect cities, ports, airports and long-distance rail centers.

Noting that Bush's proposed budget would eliminate the first year of funding for the MAGLEV project, the council warned that "the failure of U.S. government and business to capitalize on it has brought on the possibility that America could surrender another basic industry to our competitor nations."

In other action, the council:

- Issued a statement to support more than 550 Hotel Employees and Restaurant Employees who were forced on strike and "permanently replaced" by the Frontier Hotel in Las Vegas six months ago. To show the pressing need to pass S. 55, the Workplace Fairness bill, 10 of the workers marched from Las Vegas to Los Angeles in January.
- Criticized Washington, D.C., Mayor Sharon Pratt Kelly for proposing layoffs, elimination of jobs, pay cuts, program cuts and contracting out of work traditionally performed by D.C. government workers — effectively placing the budget crisis of the city on the backs of public employees. The council also supported "Hands Around the U.S. Capitol," a demonstration for D.C. statehood sponsored by the Rainbow Coalition and set for April 4.

# Chiluba: Unions light the way to democracy

## *Zambian leader gets Meany award*

**By James B. Parks**

The surest route to economic development in Africa is through democracy, and free trade unions are one of the most effective vehicles for getting there, President Frederick Chiluba of Zambia told the AFL-CIO Executive Council.

Chiluba, who has spent his life fighting for workers' rights, received the 1992 George Meany Human Rights Award at the council meeting in Bal Harbour, Fla.

AFL-CIO President Lane Kirkland described Chiluba as an old and dear friend of the American trade union movement who "played a central role — at great personal risk and sacrifice over the years — in bringing democracy" to Zambia.

Chiluba defeated incumbent President Kenneth Kaunda last October in Zambia's first multiparty elections in more than two decades. He is the second recepient of the Meany Award who rose from the trade union ranks to become president of his nation.

The first Meany award, in 1981, went to Solidarnosc. Lech Walesa, the leader of Solidarnosc who is now president of Poland, was not allowed a visa to accept the award in 1981 — a year when Chiluba was imprisoned. Walesa accepted the award for Solidarnosc in 1989.

Chiluba, who headed the Zambian Congress of Trade Union for 17 years before his election as president, praised the AFL-CIO and the African American Labor Center for their unwavering support of free trade unions in Africa. The AALC has played a major role in supporting workers' rights on the continent, Chiluba said.

"We believe that democracy is for society like food is to the human body," Chiluba told the Executive Council. "Societies predicated on democratic ideals have grown and prospered. Societies based on consensus have developed. As recent history will show those societies that remained rigid, oppressive and dictatorial have continued to be severely underdeveloped.

"We in Zambia have learned these lessons. We know what works; freedom works. We know what is right; democracy is right. It is the surest way to a just, secure and prosperous life for man in any society," he said.

Raymond Crowell/Page One Photography

**Zambian President** Frederick Chiluba receives the 1992 George Meany Human Rights Award from AFL-CIO President Lane Kirkland. Looking on are Secretary-Treasurer Thomas R. Donahue and (at rear) African American Labor Center Executive Director Patrick O'Farrell.

### Investment needed

But great ideals are not enough, Chiluba said. Western nations must invest in Zambia if democracy is to succeed in Africa.

"The cornerstone of our democratic support lies with the improvement of our economy," Chiluba said.

If Zambia is left to backtrack on the democratic process, democracy will be buried "probably not to emerge until after years of toil and bloodbath," he cautioned.

Free trade unions have strengthened democracy by enhancing individual rights and leading the opposition to one-party rule, Chiluba said. "If we are going to build real democracy . . . we have to support these institutions which will act as watchdogs for the larger majority."

During his visit to the United States, Chiluba met with President Bush, former President Jimmy Carter and key members of Congress.

Carter was an observer during the Zambian election. The AALC also sent a delegation to monitor the vote.

In his speech to the Executive Council, Chiluba paid special tribute to the late Irving Brown, a former AFL-CIO International Affairs Director, and AALC Director Patrick O'Farrell. Brown was instrumental in the creation of AALC.

"Many times I lost my liberty to travel," Chiluba said. "They came and fought for me. You, the American workers, have not only sustained but maintained democracy in our part of the world."

Chiluba also saluted the labor movement for its longstanding support of workers' rights around the world. "As one coming from 30 years of oppressive political rule, I cannot but pay honest tribute to the free trade unions of the United States and the rest of the free world for their solid, candid and persistent support for people everywhere in the world fighting for their rights."

# Marshall Plan pattern urged for ex-Soviets

## *Council assails Bush Haitian refugee policy*

**Bal Harbour, Fla.**

The AFL-CIO called on the Western democracies to provide massive aid to the former Soviet Union as a way of ensuring that the fall of communism does not bring widespread economic and social chaos "that could smother democracy in its cradle."

The economies of Russia, Ukraine and the other newly independent nations that once made up the Soviet Union are in disarray and a growing number of citizens cannot find the most basic necessities, the council said. Such conditions may produce further discontent that authoritarian forces could exploit, the statement said.

To prevent such an occurrence, the Western nations should "complete the work of the Marshall Plan" for the countries of the former Soviet Union and of Central and Eastern Europe that were prohibited from participating in it after World War II, the council said.

"The plan's combination of humanitarian aid, infrastructure development and technical assistance on democratic institution-building — which linked social and economic progress — was critical to the establishment of peaceful and stable democracies in Western Europe and Japan," the statement added.

### Increase assistance

The AFL-CIO urged Congress and the Bush administration to approve a "vastly increased" assistance program. It also supported increased funding for the National Endowment for Democracy, which has played a key role in supporting democratic movements throughout the East Bloc nations. In addition, the council called for expanded Peace Corps efforts in the region, Agency for International Development aid for democratic trade unions, as well as private volunteer activities.

On other international matters, the Executive Council:

- Urged the administration to reverse its policy of forced repatriation of Haitian refugees and to continue the "highly effective" economic embargo against Haiti's military regime. It also urged Congress to pass legislation granting temporary sanctuary to the refugees. The Supreme Court, in a 8-1 vote Feb. 24, refused to stop the forced return of the refugees.
- Called for the government to provide adequate non-military assistance to El Salvador to ensure implementation of the reforms agreed to in the peace accord, improvement of the economy and the advancement of worker rights.

### Loan guarantees backed

- Called for Congress to enact legislation guaranteeing $10 billion in loans to Israel. "Such support for Israel, a reliable democratic ally, is in the U.S. national interest," the council said.
- Supported an initiative to create a Radio Free Asia, modeled after Radio Free Europe, to provide independent information to the citizens of Asian countries still living under dictatorial rule. The statement noted the tribute paid to Radio Free Europe/Radio Liberty by such European freedom fighters as Lech Walesa of Poland and Vaclav Havel of Czechoslovakia.

# Committee lining up help for free Cuba

**By Candice Johnson**

European nations are lining up solidly behind efforts to step up monitoring of worker and civil rights abuses in Cuba, the AFL-CIO Committee for a Free Cuba reported.

The committee, meeting after the annual gathering of the Executive Council in Bal Harbour, Fla., explored several initiatives aimed at aiding Cuban trade unionists in building a free and democratic society, including an effort by committee members to visit that country.

At a bilingual news conference, AFL-CIO Vice Presidents John DeConcini and Jack Otero outlined committee activities, including reports filed with the International Labor Organization last year that resulted in the Castro government's being found in violation of ILO conventions on freedom of association and employment discrimination.

Otero noted that the European Community recently condemned the Castro regime for human rights and trade union rights violations and was supporting initiatives by the United States and other nations to find out what is going on in that Caribbean country's closed society.

DeConcini and Otero, along with William Doherty, executive director of the American Institute for Free Labor Development, and Marty Urra, president of the South Florida AFL-CIO, have applied for visas to visit Cuba and further assess conditions facing trade unionists there.

*Chairman John DeConcini and three other members of the Labor Committee for a Free Cuba have applied for visas to visit Cuba and further assess conditions facing trade unionists there.*

Workers are forming free unions in Cuba despite fierce government opposition, including harassment, imprisonment and mob terror, the committee said.

The committee's Cuban Democracy Project involves economists, researchers and other experts who are looking at actual conditions in Cuba with the aim of establishing a kind of "Magna Carta," Otero said, that can assist Cuban unionists in developing their own democratic society.

Concerns also were raised about the recent wave of arrests in Cuba of free trade union officials, human rights activists and religious leaders.

The committee noted that Mario Chanes, who was released from prison last year, has not been allowed to leave the country.

The condition of other leaders who have been arrested, including Afrez Gutierrez Gustavo and Sebastian Arcos, is not known.

Other committee activities include AIFLD's production of a weekly radio program — Solidaridad — in cooperation with Radio Marti, which focuses on worker rights and international labor issues, and the establishment of a South Florida "listening post," which gathers information on Cuba from a variety of sources.

The Committee for a Free Cuba was established in 1990 by the AFL-CIO to aid Cuban workers in their efforts to form free unions and to enlist worldwide support of trade unionists in the struggle for democracy in Cuba.

# UNION NEWS

## TTD seeks exclusions from proposed NAFTA

**Bal Harbour, Fla.**

The AFL-CIO Transportation Trades Department urged Congress and the Bush administration to exclude transportation services and port activities from the proposed North American Free Trade Agreement, stressing that the trade pact could cost tens of thousands of U.S. transportation jobs.

The TTD also elected new officers. Walter Shea of the Teamsters will serve as president and V.M. Butch Speakman of the Railroad Signalmen as secretary-treasurer.

Shea is a 30-year veteran of the Teamsters who serves as chairman of the union's Eastern Conference and who had been serving as TTD secretary-treasurer. He succeeds Richard Kilroy, who stepped down last year.

Speakman, the new secretary-treasurer, has served as president of the Signalmen since 1987 after joining the union in 1977.

Opening the U.S.-Mexican border for transportation services would erode the U.S. industry, the TTD said, noting that American citizens would be subject to "unsafe, poorly maintained and under-capitalized Mexican transportation carriers," while shippers and investors would be encouraged to leave U.S. ports.

Mexican workers in the industry are paid less than $7 a day and operate equipment that often does not meet U.S. safety standards, the TTD noted. Including ports and transportation in the NAFTA talks threatens U.S. companies, the nation's ports and the jobs of tens of thousands of U.S. workers, it added.

The TTD criticized National Mediation Board processes that hold "workers hostage" in extended bargaining sessions after unions indicate their wish to be released from mediation and to employ "self-help" measures.

TTD committee members outlined their concerns to NMB chairman Patrick Cleary, who acknowledged problems within the system and called for help in finding a solution.

George Relick/TTD

**Air Line Pilots President** J. Randall Babbitt (center) addresses the Transportation Trades Department executive committee. The TTD elected new officers (from left), Secretary-Treasurer V.M. Butch Speakman of the Railroad Signalmen and President Walter Shea of the Teamsters.

In another action, TTD opposed attempts to weaken H.R. 33, the drug testing labor certification bill.

The department also heard from Rep. Nick Joe Rahall (D-W.Va), who characterized President Bush's economic plan as "too little, too late and for too few."

## Mediation used to resolve most Article XX cases

**Bal Harbour, Fla.**

The AFL-CIO Internal Disputes Plan passed its 30th anniversary with a majority of its cases settled by mediation without need of a determination being issued, the Executive Council was told.

Since 1962, a total of 2,871 jurisdictional claims have been filed by affiliated unions under Article XX of the AFL-CIO constitution and 1,642 of those — or 57 percent — have been settled through mediation, AFL-CIO Secretary Treasurer Thomas R. Donahue reported to the council.

He said that 90 Article XX cases were filed during 1991 and 43 were settled in mediation, with another 26 still pending under mediation at the end of the year.

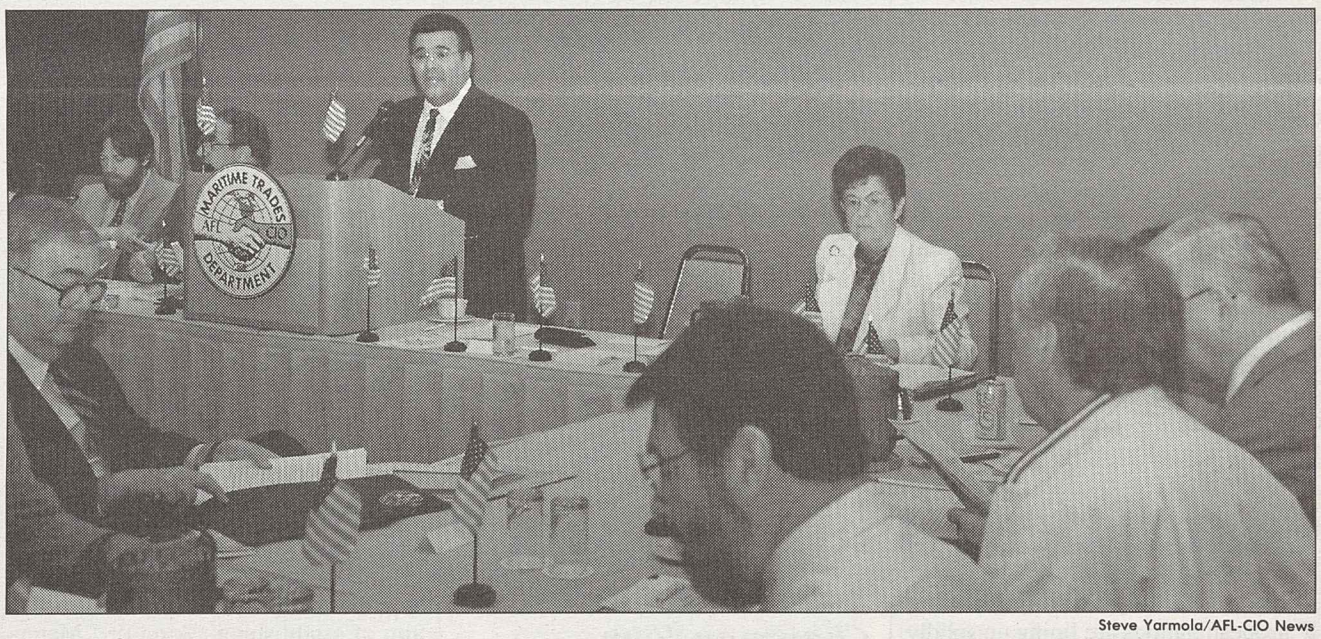
The plan's two impartial umpires made determinations in 48 cases in all during 1991, including cases pending from the previous year.

Article XXI cases, the organizing responsibilities procedures designed to help keep AFL-CIO unions off the ballot against each other in representation elections, were settled in mediation at an even higher rate — 65 percent, Donahue reported.

Since that procedure went into effect March 1, 1986, a total of 179 cases have been filed and 116 settled by mediation, Donahue said. Another six are still in mediation.

Thirty-one Article XXI cases were filed in 1991, Donahue reported, with eight carried over from the previous year.

Of those 39 cases, 31 were settled in mediation and umpires' determinations granted exclusive rights in five cases. In the other three, no exclusive rights were granted.




Steve Yarmola/AFL-CIO News

**MTD President** Michael Sacco addresses executive board. Secretary-Treasurer Jean Ingrao is at right.

## Maritime Trades score Bush appointee

**Bal Harbour, Fla.**

Citing a pattern of waywardness by Federal Maritime Commissioner Robert Quartel that would do more to scuttle America's merchant fleet than to keep it afloat, the AFL-CIO Maritime Trades Department called for the removal of Quartel from the FMC.

MTD President Michael Sacco branded Quartel "another one of President Bush's sorry political appointments."

Quartel, a senior political adviser to Bush in the 1980 and 1988 election campaigns, is serving a five-year term on the commission that has the job of securing non-discriminatory rates and practices in ocean shipping.

"From what we observe," Sacco said, "Quartel spends a substantial portion of his time flying around the country at taxpayer expense blasting maritime unions and calling on American shipping companies to pull down the Stars and Stripes from their ships and replace them with foreign flags and foreign labor."

The American public is beginning to recognize that unions are not the problem, Sacco said.

Rather, "much of the deep hole that we find ourselves in was dug by inept, greedy management and lax, permissive government," he said. Deregulation and economic policies of the national administration for the last dozen years has forced America's workers to pick up the tab for the binge of leveraged buyouts and outright thievery by big business, Sacco said.

"As President Bush pokes around for answers to the mess he's laid on this country, maybe he could begin by getting rid of some of the political hacks he has stacked his administration with," Sacco advised. "He could begin with the likes of Rob Quartel."

In other action, the MTD executive board adopted a series of statements, including calls for:

- Strengthening the nation's strategic military sealift operations with a substantial fleet of U.S.-flag vessels that are built in domestic shipyards.
- A renewed commitment by federal agencies to the nation's cargo preference laws to fully engage the U.S. merchant fleet.
- Assurances that defense cutbacks "do not cause displacement of workers, massive unemployment and the weakening of vital industries."
- Rejuvenating Trade Adjustment Assistance at adequate funding levels to help maintain the standard of living for U.S. workers displaced by foreign trade.

Speakers addressing the MTD board included Rep. Gerry Studds (D-Mass.), who is expected to be the next chairman of the House Merchant Marine and Fisheries Committee, House Majority Whip David E. Bonior (D-Mich.) and Rep. Steny Hoyer (D-Md.), chairman of the House Democratic Caucus.

# Public union bargaining approved in New Mexico

By Sharolyn Rosier

The New Mexico state legislature has launched a new era with legislation that allows all public employees the right to bargain collectively.

The bill, which cleared the House by 40-30 on Feb. 18, now goes to Gov. Bruce King, a proponent who is expected to sign it.

The collective bargaining bill, recommended by a task force assembled by King, allows all public employees — state, local, school board, etc. — to call for a union election if at least 30 percent of the potential bargaining unit support such a move. At least 60 percent of the potential bargaining unit would have to participate in the election.

Passage of the legislation was announced to the AFL-CIO Executive Council by AFSCME President Gerald McEntee. New Mexico would become the 27th state, plus the District of Columbia, that have given public employees collective bargaining rights.

"We've been trying for more than 20 years and at this point, with a coalition of labor and elected officials, we've won," said Paul Broome of the New Mexico Teachers. "This time, the economic recovery and economic development arguments used by conservative Republicans didn't work."

Collective bargaining bills have been debated and rejected in the three most recent New Mexico legislative sessions. This time, the bill eked through the Senate with Lt. Gov. Casey Luna breaking two 21-21 ties.

"It is historic legislation because, in the Southwest, we have to contend with a conservative political climate," said Joe Kupfer, president of AFSCME District Council 18. "The battle began in the 1990 election cycle when we fought to elect a governor that's sympathetic to labor's needs."

A sunset clause would require the legislature to review the measure and pass the law again in seven years. An independent board will administer the law.

All public employees in the state of New Mexico will now enjoy the right of freedom of association, said Don Wasserman, AFSCME's director of collective bargaining services. "This bill marks the first comprehensive collective bargaining law in the Southwest."

Critics, many of whom were Republicans, argued that collective bargaining will lead to public employee strikes, hamstringing local governments and public schools, and higher administrative costs to municipalities and schools that now will have to pay for costly negotiations with employees.

But George E. Jeep Gilliland, president of the New Mexico AFL-CIO, said the real issue is worker empowerment. "The measure will allow workers to share in decisions that mold their lives," he said.

Among the 26 states and the District of Columbia that have passed public employee bargaining laws, 57 percent of the public employees are represented by unions, according to the Bureau of Labor Statistics. In the 23 states without protections, only 11 percent of public employees are members of unions.

States without comprehensive bargaining laws include Alabama, Arizona, Arkansas, Colorado, Georgia, Idaho, Indiana, Kentucky, Louisiana, Maryland, Mississippi, Missouri, Nevada, North Carolina, North Dakota, Oklahoma, South Carolina, Tennessee, Texas, Utah, Virginia, West Virginia and Wyoming.

All but seven of those 23 states also ban free collective bargaining on union security clauses in contracts in the private sector, the so-called "right to work" states.

# UPIU local presses for justice in 5-month strike at Niemand

By Muriel H. Cooper

For members of Paperworkers Local 919 in Statesville, N.C., Niemand Acquisition Group used to be a good place to work.

The family-owned business established a good working relationship with its workers when the plant expanded from New York to the Statesville location in the 1960s.

All of that changed in June 1991, when Ralph Perullo entered the picture. Within four months of becoming owner, Perullo canelled the labor agreement, rescinded a four percent wage increase by slashing wages from $8.50 to $7.25 an hour, terminated the pension plan and put in a health plan that would cost employees $73 a week to maintain benefits.

That was too much for the 125-member work force, many of whom are single parents. On Sept. 11, they were forced to strike.

"Ralph Perullo has embarked on a systematic and vicious union-busting attack against a work force that has proven to be dedicated and productive for the prior owners of this paper converting plant," said UPIU Region Four Vice President Arnold Brown.

The National Labor Relations Board has ruled the dispute an unfair labor practice strike and issued several complaints against Niemand for unlawfully promoting decertification, attempting to subvert the union by directly bargaining with workers and prohibiting union-activities on non-work time.

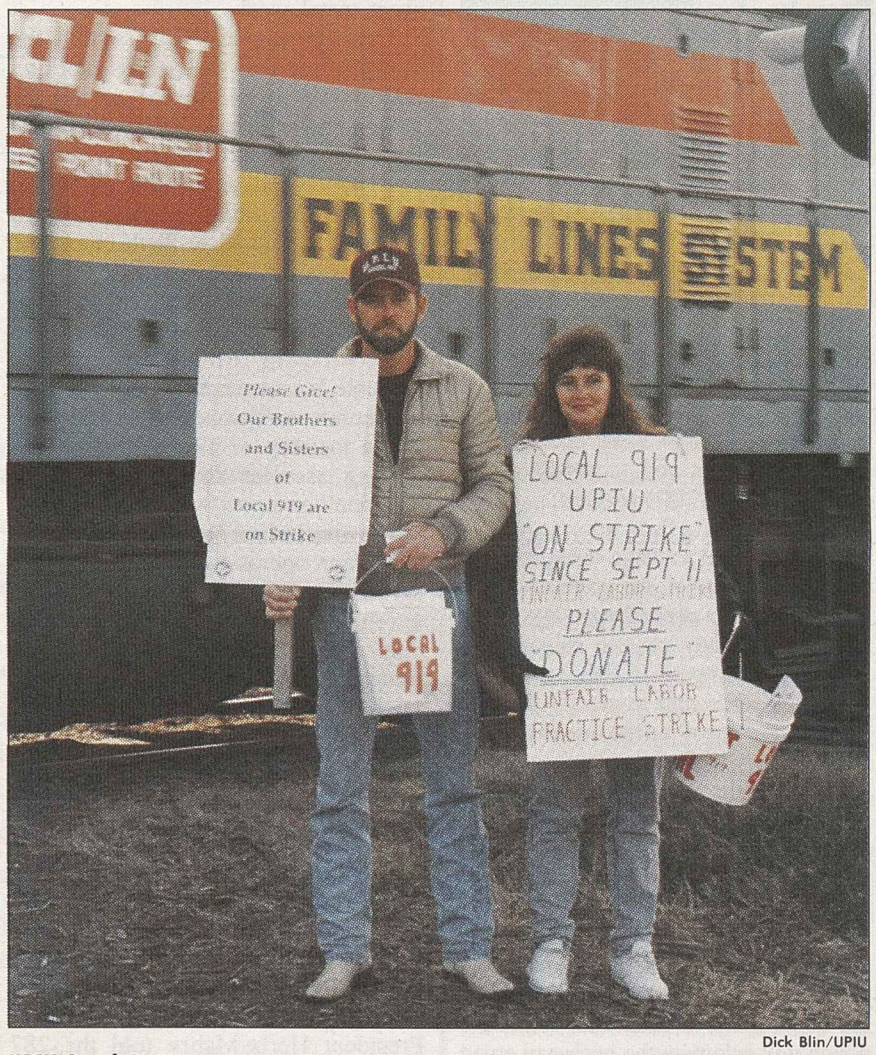
Through the UPIU Special Projects Department, workers are enlisting support throughout the labor movement and publicizing Niemand's union-busting tactics.

"We're spreading the word far and wide encouraging trade unionists to write to companies to deal with Niemand to express their concern for these workers," said Special Projects Director Mark Brooks. The paper and plastic tubing products are used by a wide variety of cosmetics, pharmaceutical and confectionary manufacturers.

Letters to the chief executive officers of these companies have explained the $1.25 average wage cut and benefits termination. "Please use whatever influence you have on Mr. Perullo and Niemand to restore these wages and benefits," the letters say.

The UPIU's corporate campaign also has established a speakers' bureau for the strikers. As a result, the workers have been busy conducting informational sessions at plant gates in the Southeast on Niemand's practices.

The workers recently netted thousands of dollars in donations during a caravan to the plant gates of Georgia-Pacific in Brunswick, Ga.; ITT Rayonier in Jesup, Ga.; Gilman Paper in St. Marys, Ga., and Jefferson Smurfit and ITT Rayonier in Fernandina Beach, Fla. The workers also have collected from bucket drop donations in UPIU Locals 925 and 1924 at Bowater in Rock Hill, S.C., and Bowater's Calhoun, Tenn., plant.




Dick Blin/UPIU

**UPIU Local 919** members Lester Sloan and Pat Eagle garner support and donations from workers outside a Florida paper mill. The UPIU local set out in caravans to Florida, Georgia and Tennessee mills, seeking help for Local 919 members who have been on strike at Niemand since Sept. 11.

"The strikers have undergone tremendous financial hardships, but they've stayed the course and are now prepared to bring this hardship on to Ralph Perullo," said Brown. "Their spirit and tenacity for correcting an injustice brought onto them deserves the support of the entire labor movement."

# UAW widens strike as Caterpillar turns to union buster

By James B. Parks

The strike against Caterpillar Inc. expanded after the UAW's bargaining committee rejected the company's Feb. 19 contract offer as "a pittance and a continued avoidance of serious, traditional bargaining."

"The woeful inadequacy of management's modifications indicate that Caterpillar has again seriously underestimated the union's resolve to negotiate a traditional pattern agreement that achieves pattern equity and also resolves the many issues of special concern to Caterpillar workers," said UAW Secretary-Treasurer Bill Casstevens, who heads UAW's Caterpillar Department.

Some 10,750 workers are now on strike after 2,750 members of UAW Local 974 in Mossville, Ill., walked out Feb. 21. The UAW represents approximately 16,000 active and 2,400 laid-off Caterpillar workers.

Initially, 2,400 workers struck Nov. 3 at plants in Decatur and East Peoria, Ill., in a selective strike. The company locked out another 5,600 workers in East Peoria and Aurora, Ill. Some 1,700 were also furloughed.

No new talks are scheduled, according to a UAW spokesman. The strike began Nov. 4, 1991, after Caterpillar refused to negotiate a pattern agreement along the lines of the pact signed with Deere and Co. in October.

Casstevens also sharply criticized Caterpillar's hiring of the notorious union-busting security firm Vance International, Inc. of Oakton, Va., which he described as a "rent-a-thug" operation that recruits mercenaries through ads in such magazines as Soldier of Fortune.

Vance is well-known for its heavy-handed and provocative tactics used by many companies — Pittston Coal Co., New York Daily News, Greyhound and Alcoa, among a number of others — in struggles against unions, the UAW said.

In another development, the UAW plans a national rally in Peoria, Ill., on March 22 to show solidarity with the Caterpillar strikers. At the AFL-CIO Executive Council meeting in Bal Harbour, Fla., UAW President Owen Bieber invited all affiliated unions to join the rally.

In a letter to UAW locals, Bieber said "this struggle was forced upon the UAW by a yearlong negative campaign by Caterpillar.

"The iron-fisted positions and the takeaway demands of Caterpillar management have stood in marked contrast with the constructive attitude of Deere management, where the company president publicly described the pattern settlement as 'fair and balanced' and as an agreement that encourages Deere to grow the business."

# Court ruling boosts UFCW case against Food Lion

By James B. Parks

In a decision that bolsters workers' complaints against Food Lion Inc., a federal appeals court has ruled the company failed to pay overtime to two employees.

The ruling should "build a fire under the Department of Labor to step up its investigation and go after the real problem, which is the company's scheduling program," said Nick Clark, assistant general counsel of the Food and Commercial Workers. UFCW is representing the workers, even though Food Lion is non-union.

Food Lion knowingly puts employees in a double bind, Clark said, by giving employees work they cannot complete in the allotted time and then disciplining them if they work overtime to finish the task.

"This is not an isolated incident. If the Labor Department doesn't address it, it will be a cancer that will spread through the entire retail industry," Clark said.

The Court of Appeals for the Fourth Circuit on Jan. 24 upheld a U.S. District Court ruling that the company owes $8,802 to Brenda Faye Lyle, a meat wrapper in Fayetteville, N.C., and $44,550 to her supervisor, Wayne Tew, in uncompensated overtime and damages. The case is Lyle vs. Food Lion.

Food Lion knew Lyle and Tew worked off-the-clock to complete work assigned under the company's scheduling system, the lower court found.

Last September, the UFCW filed a complaint with the Labor Department's Wage and Hour Division on behalf of 150 current and former Food Lion workers seeking $194 million in back wages. Last month, UFCW added 55 names to the complaint.

Food Lion, headquartered in Salisbury, N.C., is the nation's fastest-growing food chain with more than 800 stores and warehouses in 11 states. It has 23,000 full-time and 24,000 part-time employees.

Food Lion's profits, which exceed the industry average, are partially the result of wage chiseling and other unfair labor practices, the UFCW complaint charges. If these practices are not stopped, the complaint said, Food Lion's competitors will be forced to imitate the illegal practices to remain competitive.

With the help of the UFCW, the Food Lion workers have an ongoing campaign against Food Lion and its Belgian parent, Delhaize Freres and Cie. UFCW filed a class-action suit in 1990, charging that top company executives conspired to cheat thousands of non-union employees out of profit-sharing and health benefits. That suit is still pending.

UFCW also has gained the support of the International Federation of Commercial, Clerical, Professional and Technical Employees (FIET) in its effort to force Delhaize to live up to fair labor practices.

## Inbrief

### Building trades win prevailing wage case

**Youngstown, Ohio**

Building trades workers in Ohio won a big victory with an agreement by the Toys "R" Us retail firm to pay prevailing wages on a warehouse construction project and to repay wages owed to nearly 200 workers.

When the toy firm accepted a $3 million financial package offered by the city of Youngstown, the project became subject to state prevailing wage laws, the state attorney general ruled.

But the company failed to submit payroll records and to certify that the proper number of journeymen workers were on the job. Building trades unions, members of the Western Reserve Building and Construction Trades Council, filed suit to stop construction of the $26 million facility until the matter was resolved.

The settlement requires Toys "R" Us Inc. and JTS General Contractors to submit payroll and other records to the department of industrial relations, which will calculate the back pay owed to about 200 workers. Local unions estimated that between $250,000 and $400,000 is due workers on the project.

### Sheet Metal Workers settle with Limbach

The Sheet Metal Workers settled a long-running dispute with Limbach Co. over the company's double-breasted operations.

Although the details of the settlement were not disclosed, the union announced that both sides will offer and sign collective bargaining agreements in all areas where the company performs sheet metal work.

This agreement "will resume the longstanding and prosperous working relationship shared by the parties for almost 85 years, prior to the dispute," the union said in a statement.

"The company and the union are confident the settlement negotiated is not only beneficial to them but to the sheet metal industry as well."

The dispute began in 1982 when Limbach, a Pittsburgh-based union mechanical contracting firm, reorganized into a double-breasted operation, buying up non-union companies. The company was a member of multiemployer bargaining associations in each of the metropolitan areas where it operates.

The Sheet Metal Workers claimed the non-union operations violated its labor agreement with Limbach and threatened to refuse to renew the agreements when they expired. The dispute has been fought in various federal courts since 1986.

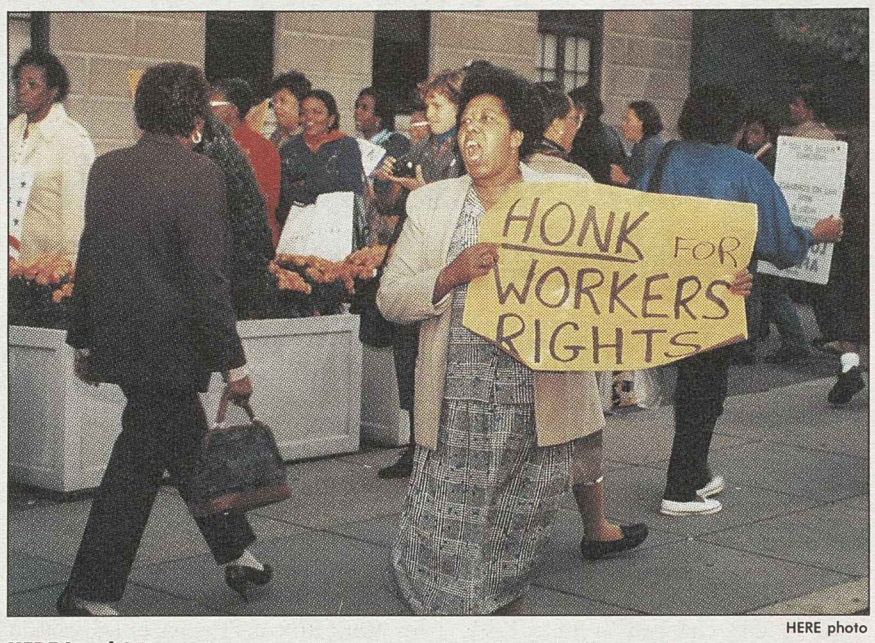
### Georgia AFL-CIO set for election effort

**Atlanta**

Delegates to the Georgia AFL-CIO convention pledged to boost labor participation in the 1992 elections. "Labor must work for a change this election year," Georgia AFL-CIO President Herb Mabry told the 287 delegates.

Resolutions passed during the three-day convention included a call for continued support for the AFL-CIO Human Resources Development Institute to strengthen the employment situation and for the benefits of the Union Privilege program.

Delegates also urged the state legislature to pass legislation for public employee collective bargaining rights and endorsed the legalization of a state lottery, with proceeds going to education in the state.




HERE photo

**HERE Local 25** members used work-and-walk picketing to keep pressure on the Jefferson Hotel during the six-month dispute.

# Union solidarity helps HERE prevail in D.C. hotel dispute

In numbers, there is strength, the Hotel Employees and Restaurant Employees proved in finally gaining a contract for 65 workers at the Jefferson Hotel in Washington, D.C.

Nearly 1,000 members of HERE Local 25 used work-and-walk picketing tactics during the six-month contract dispute. On Feb. 16, the local voted unanimously to ratify a four-year contract when they finally forced an offer that had none of the givebacks management demanded previously.

The union credited the solidarity of other unions, organizations and sympathetic friends who gave them "aid and comfort, ideas, bodies and logistical support."

The workers retained the current time-and-a-third payment for those who work less than 40 hours, which enables employees who are scheduled for 30 hours, for example, to still be paid for 40.

"This prevents the hotels from hiring part-time workers," explained Brad Fields, an organizer with the local. "It gives the workers a full-time employment bill with benefits."

The contract aligns the Jeffersons with the contract cycle of the District's Hotel Association.

Other points won include a successorship clause in case the hotel is sold or leased; double pay on the seventh day for employees who work a full week; and paid sick days for tipped employees.

Three shifts were set up for Jefferson employees and their supporters to picket, sing and tell their story while they watched business at the Jefferson drop.

According to a flyer designed by the local, meetings were canceled, deliveries were down and the restaurants were empty as support grew for the workers' cause.

# IUD coordinated bargaining helps URW win Okonite pact

Using the coordinated bargaining program of the AFL-CIO Industrial Union Department, workers at a Rhode Island plant have won a new three-year contract that calls for a first-year lump sum payment of $1,000 and subsequent annual wage increases of 3.5 percent.

The contract between the United Rubber Workers, covering members of Local 533, and the Okonite Co.'s plant in Ashton, R.I., also calls for a new managed-care health benefit plan, a preferred provider organization of doctors and hospitals that will reduce the company's costs while lowering out-of-pocket costs for employees.

Representatives of four unions — the Electrical Workers, Operating Engineers, Teamsters and the URW — negotiated the pact, which covers about 1,000 workers at Okonite facilities in Ashton; Santa Maria, Calif.; Richmond, Ky.; and Paterson and North Brunswick, N.J.

The health plan was hammered out by the negotiating committee in the face of the employer demands for an 80-20 plan with large deductibles. It preserves first-dollar coverage and covers active and retired members.

The program uses the Blue Cross/Blue Shield "Healthmate" program to control costs, eliminating deductibles and most out-of-pocket expenses for those in the program. All of the hospitals and 2,500 physicians in the state participate in the plan.

The cost for the managed care plan will be offset partially by a contribution of $3 per week for single coverage and $6 per week for family coverage.

Additional coverage under the program includes annual physical and eye examinations and well-baby care.

The Ashton settlement also contains pension benefit improvements of $3 per month over the life of the contract and life and accidental death and dismemberment insurance improvements. It also includes a new "light duty" program for workers' compensation returnees.

## ORIGIN & UNIONIZATION OF LIGHT TRUCKS SOLD IN U.S.[1]

| MODEL | U.S. | CANADA | OTHER COUNTRIES[2] |
|---|---|---|---|
| **Chrysler/ Plymouth** | | | |
| Town & Country | ✔ | | |
| **Dodge** | | | |
| Caravan | | ✔ | |
| Dakota | ✔ | | |
| Grand Caravan | ✔ | | |
| Ram D/W Pickups | ✔ | | Mexico [3] |
| Ram 50 | | | Japan (100%) |
| Ram Van | | ✔ | |
| Ram Wagon | | ✔ | |
| Ramcharger | | | Mexico (100%) |
| **Jeep** | | | |
| Cherokee | ✔ | | |
| Comanche | ✔ | | |
| Grand Cherokee | ✔ [7] | | |
| Grand Wagoneer | ✔ | | |
| Wagoneer XJ | ✔ | | |
| Wrangler | | ✔ | |
| **Plymouth** | | | |
| Grand Voyager | ✔ | | |
| Voyager | | ✔ | |
| **Ford** | | | |
| Aerostar | ✔ | | |
| Bronco | ✔ | | |
| Econoline/Club Wgn | ✔ | | |
| Explorer | ✔ [5] | | |
| F-Truck | ✔ | ✔ | |
| Ranger | ✔ | | |
| **Chevrolet** | | | |
| Astro | ✔ | | |
| Blazer | ✔ | | |
| Blazer S | ✔ | | |
| C/K 10-30 | ✔ | ✔ | |
| Chevy Van/Sportvan | ✔ | ✔ | |
| Lumina APV | ✔ | | |
| S-10 | ✔ | | |
| Suburban | ✔ | | |
| **GEO** | | | |
| Tracker | | ✔ | Japan (<1%) [10] |
| **GMC** | | | |
| C/K 1000-3000 | ✔ | ✔ | |
| GMC Suburban | ✔ | | |
| GMC Vandura/Rally | ✔ | ✔ | |
| Jimmy | ✔ | | |
| Jimmy S | ✔ | | |
| **GMC** *(continued)* | | | |
| S-15 | ✔ | | |
| Safari | ✔ | | |
| Sierra | ✔ | ✔ | |
| Syclone | ✔ [7] | | |
| Sonoma | ✔ [5] | | |
| Yukon/Typhoon | ✔ [7] | | |
| **Oldsmobile** | | | |
| Bravada(SUV) | ✔ [5] | | |
| Silhouette (APV) | ✔ | | |
| **Pontiac** | | | |
| TranSport(APV) | ✔ | | |
| **Isuzu** | | | |
| Isuzu Pickup | ✘ [6] | | Japan (56%) |
| Isuzu Rodeo | ✘ [5/6] | | |
| **Mazda** | | | |
| Navajo | ✔ [4/5] | | |
| **Mercury** | | | |
| Villager | ✔ [7] | | |
| **Nissan** | | | |
| Pickup-Compact | ✘ | | |
| Quest | ✔ [7/8] | | |
| **Suzuki** | | | |
| Sidekick | | ✔ | Japan (70%) |
| **Toyota** | | | |
| Pickup-Compact | ✔ [9] | | Japan (100%) [6] |

*SOURCES: Ward's Automotive Reports; MVMA RS-1 Tables; and Autofutures.*

1 Vehicles of manufacturers located exclusively outside the U.S. and Canada are not included.

2 Percentage of 1991 model year sales that were assembled outside the U.S. or Canada.

3 Dodge Ram Club Cab large-size pickups are made solely in Mexico. Their percentage of total D/W-Series pickups in unavailable.

4 The Navaho is made by Ford for Mazda.

5 Vehicle debuted with 1991 model.

6 Domestic production began in 1991.

7 Vehicle to debut in 1992.

8 Made by Ford for Nissan.

9 NUMMI began producing compact Toyota pickups in August 1991.

10 The GEO Tracker is no longer imported from Japan.

✔ = UNION-MADE TRUCKS

✘ = NON-UNION-MADE TRUCKS

# UAW firm in wake of GM plant shutdowns

**By James B. Parks**

In the wake of General Motors' decision to shut down 12 plants and put 11,000 UAW members out of work, the union is determined to fight any attempts to wring concessionary agreements from the remaining workers, UAW President Owen Bieber said.

"The UAW has no intention of accepting agreements at GM that lower the living and working standards of UAW members," Bieber and UAW Vice President Stephen P. Yokich said in a statement.

"To the contrary, we intend to vigorously enforce the language of our current agreement, especially those sections pertaining to job and income security, and our commitment to quality products," they said. Yokich heads UAW's General Motors Department.

The shutdowns will affect nearly 18,000 workers at plants in Michigan, Ohio, New York, Indiana and Ontario, Canada. About 11,000 of those workers are represented by the UAW. Michigan was hardest hit with 10,000 jobs lost. GM blamed a loss of $4.5 billion in 1991 as the reason for the shutdowns.

The shutdowns were a knee-jerk reaction to financial markets rather than a thoughtful consideration for the welfare of the company and its employees, Bieber and Yokich said.

"Since more than a decade of obedience to Wall Street priorities and Reagan-Bush trade and economic policies has produced the largest losses in GM history, you would think that the corporation would consider something other than more of the same," they said.

"Once again, however, GM is closing its eyes to the misery inflicted on its workers and their communities. Sadly, the corporation still fails to realize that by eliminating more good-paying U.S. jobs, they undermine the consumer base that is necessary to their marketplace success," the statement said.

Yokich denounced as "completely unfounded" news reports that workers at the GM plant in Arlington, Texas, changed local work rules to prevent the plant from closing.

The UAW declared in December when GM first announced plans to close plants that "UAW locals would not engage in efforts to undercut one another," he said.

"Plant-against-plant competition would only lead to an ever downward spiral of wages, benefits and working conditions which would be extremely harmful not only to UAW members but to countless other American workers for which our UAW-GM contract has set an important standard."

GM announced that the production at one of the plants — an engine plant in Moraine, Ohio, that employs 549 Electronic Workers — will be consolidated in Toluca, Mexico, in 1995. GM has more than 30 plants in Mexico and is the largest employer in the maquiladoras along the U.S.-Mexico border.

Ron Gilvin, IUE's chief negotiator with GM, said closing the Moraine plant is not justified. Since it was opened 10 years ago, the plant has been highly productive, building the highest quality engine, he said. Moreover, it has been and remains profitable. The IUE plans to meet with GM officials to explore alternatives to the plant closing.

# Work time up, leisure down, study reveals

**By Sharolyn Rosier**

Americans are working longer hours while families, homes and leisure time activities dwindle, according to a recent report released by the Economic Policy Institute.

Americans work 149 more hours a year — an extra month — than they did 20 years ago, say authors Juliet B. Schor and Laura Leete-Guy in "The Great American Time Sqeeze: Trends in Work and Leisure 1969-1989."

The study also shows that paid time off for vacations, holidays, sick leave and personal days shrank by 15 percent during the 1980s. This trend provides a sharp contrast to Western Europe, where workers enjoy four to six weeks of paid vacation each year. The average vacation for Americans is two weeks.

The major factors forcing increased working hours are the ongoing decline of real wages since 1973, coupled with the increased costs of health care and housing.

Schor and Leete-Guy find that the growth of work and the decline of leisure has been steady and cumulative, affecting a wide spectrum of Americans across income classes, occupations and industries, demographic groups and gender.

These trends are the exact opposite of predictions by most "experts" 30 years ago, when it was predicted that automation, productivity growth, and consumer satisfaction would bring about continually shrinking work weeks and perhaps even a "crisis of excess leisure time."

While concerns about the "time squeeze" previously emphasized working mothers, the authors show that total hours worked have risen for working men and women alike.

Between 1969 and 1989, the work burden of employed parents rose considerably. While fully employed men are working 72 more hours per year than they were in 1969, fully employed women are working 287 more hours per year, the equivalent of seven added weeks.

"America is starved for time; increasing numbers of people are finding themselves overworked, stressed out and heavily taxed by the joint demands of work and family life," the authors explain.

Schor and Leete-Guy also find that the explosion of work has been particularly hard on families with children. Young parents between the ages 18 and 39 are putting in even more hours of work since 1969. Mothers work 241 and fathers 189 more hours per year.

The report notes that the growth of work and decline of leisure has created a dramatic shift in public opinion. For the first time since surveys on time-income tradeoffs have been taken, a majority of American workers now say they would be willing to give up income in exchange for more vacation time.

The report closely examines the "non-market" work hours that people perform away from their jobs — hours spent on cooking, laundry, repairs and other household activities that represent unpaid work. Schor and Leete-Guy maintain that if hours of unpaid household work actually decreased along with the rise in market hours, then there would have been no loss of leisure time.

*To order copies of the report, contact Public Interest Publications at 800/537-9359. The cost is $6 per copy.*

# ECONOMY

## Slump continues in '92 as real pay drops 0.7%

By John R. Oravec

The continuing economic slump undermined the wages of the average worker in January as real spendable weekly earnings slipped 0.7 percent, even though the consumer price index held steady.

The decline in real pay stemmed from a 0.6 percent decrease in weekly hours as well as a 0.1 percent drop in average hourly earnings, the Bureau of Labor Statistics reported.

Despite the leveling off of price increases over the past 12 months, BLS said real weekly pay was just 0.6 percent ahead of January 1991. But in the longer term, workers are on the short end of the scale. Real weekly pay in January was 7.4 percent below January 1981, AFL-CIO economist Anne Draper pointed out.

Significant declines in energy and food costs in January offset increases in other components of the consumer price index for urban wage earners (CPI-W). The index for all urban consumers (CPI-U) rose 0.1 percent from December.

Exclusive of food and energy, the CPI-W rose 0.4 percent over the month and was up 3.9 percent over the year, BLS said.

Gas pump prices fell 2.3 percent in January and were 12.7 percent below a year ago. Heating oil costs dropped sharply — 5.9 percent — and were down 17 percent over the year. Electric and gas utility prices eased 0.5 percent, and were up only 1.3 percent from January 1991.

But health care costs persisted as the fastest rising component of the index, climbing 0.6 percent over the month and were 7.7 percent above the 1991 level.

Clothing prices surged by 0.5 percent in January after declining 0.9 percent in December. Over the year, the advance was 3.2 percent.

### Consumer confidence plunges

Responding to concerns over the torrent of job losses and the stumbling economy's failure to climb out of the Bush recession, consumer confidence plunged to a 17-year low in February.

The Conference Board, a business research association, said a survey of 5,000 households across the country showed its index of consumer confidence dropped from 50.2 percent in January to 46.3 percent, the lowest level since December 1974. Since last March, following the euphoria over the end of the Persian Gulf War, the index has plummeted 35 points.

"Consumers have a bleak view of current economic conditions and are markedly more pessimistic than a month ago in their expectations for the immediate future," the Conference Board said. "The consumer's prime concern continues to be job security," said CB economist Fabian Linden.

The survey was conducted before General Motors Corp. announced it would shut down 12 assembly and parts plants, and lay off nearly 18,000 auto workers by 1995. GM said it would shift some of the production to Mexico.

In January alone, BLS data showed that before seasonal adjustment employers slashed payrolls by 2.3 million workers. And in recent months, initial claims for unemployment insurance have been running above 500,000 every week. In mid-January, more than 900,000 new claims were filed in one week.

### Factory output declines

For the third straight month, industrial production dropped in January by 0.9 percent, the Federal Reserve Board said in recording the largest decline in 11 months. The January industrial output was about the same level as a year earlier.

The fall-off was broadly based, although the sharpest loss occurred in the motor vehicle and parts industry as output fell about 8 percent.

The FRB listed output declines in consumer goods, as well as in industrial, transit, defense and space equipment.

The pace of manufacturing declined 1 percent, bringing the factory operating rate down to 77 percent — the lowest level since August 1983.

### State jobless rates soar

Forty-five states posted higher average unemployment rates in 1991 than in 1990, the BLS reported. The impact of the recession was felt particularly hard in 26 states, where the jobless rates surged 1 percentage point or more.

BLS said the national annual average rate jumped from 5.5 percent in 1990 to 6.7 percent last year.

All four major regions of the country saw joblessness increase over the year. The Northeast was the hardest hit, rising from 5.3 percent to 7.2 percent. In 1988, the Northeast jobless rate was only 4 percent. And a three-year rise in New England pushed the jobless rate to 8 percent in 1991.

The Bush recession also took its toll in the West, especially on the Pacific Coast where joblessness rose from 5.4 percent in 1990 to 7.1 percent in 1991.

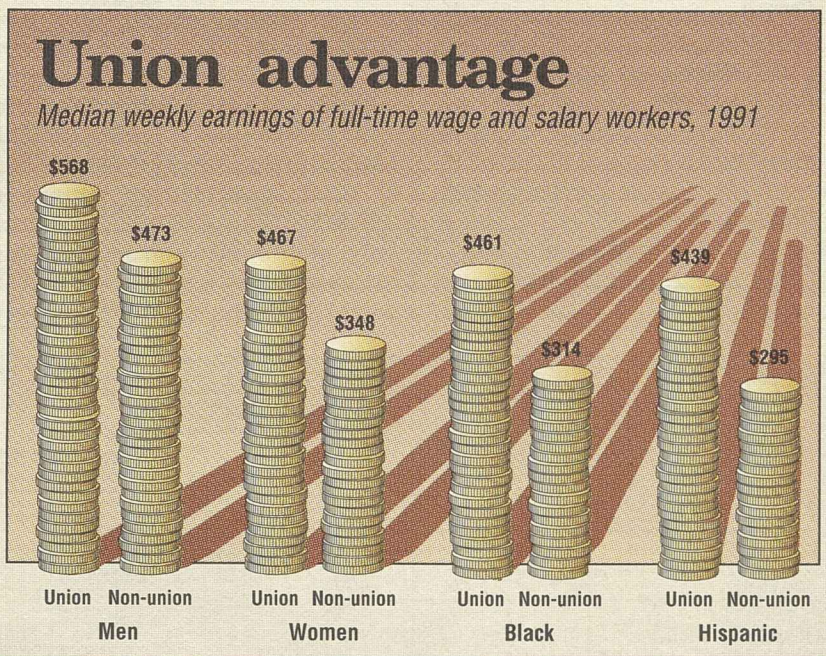
Twenty states logged jobless rates higher than the national average last year. West Virginia, at 10.5 percent, had the highest rate for the third year in succession.

A slew of metropolitan areas were trapped in double-digit, depression-level jobless rates at the end of 1991. They include McAllen-Edinburg-Mission, Texas, at 16.4 percent; three California areas — Modesto, at 13.9 percent, Stockton, at 12.9 percent, and Bakersfield at 12.7 percent.

Other metropolitan areas in the double-digit unemployment include Pine Bluff, Ark., 11.6 percent; in Illinois — Decatur, 11 percent; Joliet, 10.7 percent; Kankakee, 11.5 percent; and Rockford, 10.4 percent; in Massachusetts — Fall River, 11.4 percent; and New Bedford, 11 percent; in Michigan — Flint, 10.7 percent; and Muskegon, 11.1 percent; in New Jersey — Bergen-Passaic, 10.1 percent; and Vineland-Millville-Bridgeton, 11.8 percent; Glens Falls, N.Y., 10.8 percent; and Huntington-Ashland, W.Va., 10.3 percent.

## Significant statistics

an AFL-CIO Newsgrafic




The value of a union card was worth $122 more a week in 1991, as the average weekly earnings of organized workers rose to $526 while non-union workers averaged $404, the Bureau of Labor Statistics reported. Union members fared better in just about every job category. For example, the weekly union advantage was $246 in construction, $168 in skilled crafts and $177 for laborers and helpers.

| | |
|---|---|
| **Consumer Prices** | |
| January (CPI-W) | no change |
| **Real Weekly Earnings** | |
| January $355.24 | -0.7% |
| **Weekly Factory Pay** | |
| January $459.19 | -$14.94 |
| **Trade Deficit -- December** | |
| All merchandise | $5.9 billion |
| Manufactured goods | $6.3 billion |
| **Industrial Production** | |
| January | -0.9% |
| **Initial UI Claims** | |
| **Week ended Feb. 18** | |
| Actual | 543,585 |
| Seasonally adjusted | 452,000 |

Source: Bureau of Labor Statistics

## Union advantage widens in almost every category

Union members widened their pay advantage over non-union workers to $122 a week last year. In 1990, the union differential had been $119 more a week.

According to data compiled for the Bureau of Labor Statistics, median weekly earnings in 1991 for full-time unionized wage and salary workers were $526, compared with $404 for non-union workers. Over the year, average weekly union earnings rose $17 while non-union pay went up $14.

On an annual basis, the union advantage in median earnings works out to more than $6,300, the government survey showed.

The BLS earnings data do not include the additional value of employer-paid benefits, which has been running nearly double for union workers over non-union workers.

In the March of 1991, the union benefits package averaged $6.75 an hour — about 90 percent more than the $3.79 an hour in benefits that non-union employers provided.

Citing the improving rewards of collective bargaining, AFL-CIO economist John Zalusky said that "Union membership is one of the best investments a worker could make." He estimated that "the monetary return on a union card is 14 times the average cost of union dues," he said.

Union members fared better in just about every job category, in both blue-collar and white-collar jobs.

Here are some examples of the advantage of a union contract that BLS found in its 1991 survey:

- Male union members averaged $95 a week more than their non-union counterparts, increasing their advantage by $10 over the year.
- Union women earned $119 more than non-union females.
- Among white workers, those with union cards earned $129 more than those without.
- For blacks, the union edge was $147 a week, while Hispanic union workers earned $144 more a week.

This was the union differential in average weekly pay in basic industries: construction, plus $246; government, plus $99; transportation and public utilities, plus $94; wholesale and retail trade, plus $90; manufacturing, plus $60; and finance, insurance and real estate, plus $15.

Among precision production workers and certain skilled crafts, the union advantage was $168 a week. For union machine operators, assemblers and inspectors, it was $142 more a week. For union laborers and helpers, the edge was $177 a week.

The BLS report also said that 16.6 million American workers were members of unions in 1991, about the same as in 1990. In private industry, according to BLS, the highest unionization was in manufacturing with 4 million members, followed by transportation and public utilities at 1.9 million, and construction at 1 million.

—John Oravec

# Newsmakers

**Ron Carey,** newly elected president of the Teamsters, was elected to the Executive Council at the recommendation of outgoing IBT President **William McCarthy,** who tendered his resignation Feb. 17 at the council's session in Bal Harbour, Fla. The council issued a statement praising McCarthy's service to the IBT and to the labor movement. Solidarity was the byword at a reception for Carey that evening as the new union president was praised by AFL-CIO President **Lane Kirkland,** McCarthy and **Walter Shea** and **Barry Feinstein** of the Teamsters. Shea, an unsuccessful candidate for IBT president, recently was elected president of the Transportation Trades Department.

**Floyd Hyde,** who has retired as chief executive officer of the Housing Investment Trust, was given a standing ovation by the Executive Council and was the subject of personal tributes by Kirkland, AFL-CIO Secretary-Treasurer **Thomas R. Donahue** and Carpenters President **Sigurd Lucassen.** All cited the tremendous growth of the union-building trust since Hyde took over in 1986. the council also heard from HIT's new CEO, **Stephen Coyle,** who promised to build on the trust's successes in supporting union-only housing investments.

**John F. Gentlemen** was named president of Union Labor Life Insurance Co. Inc. by ULLICO Chairman and CEO **Robert A. Georgine,** president of the Building and Construction Trade Department. Gentlemen previously served as executive vice president of the Martin E. Segal Co.

The National Coalition for Haitian Refugees sponsored an "Action in Solidarity" gathering at the Statue of Liberty for **Katherine Dunham,** the famed 82-year-old choreographer and winner of the 1990 National Medal of Arts. Since Feb. 1, Dunham had maintained a hunger strike to protest President Bush's policy of forced repatriation of Haitian refugees. Dunham was admitted to St. Mary's Hospital in East St. Louis, Ill., on Feb. 16 because of her hunger strike. Coalition board members include AFL-CIO President **Lane Kirkland,** Ladies Garment Workers President **Jay Mazur** and A. Philip Randolph Institute President **Norman Hill.**

Two unions have named new public relations directors. **Scott Treibitz,** formerly on the Teachers staff, was named director of public relations and publications for the Electronic Workers. **Ellen Shearer,** who previously worked at Newsday and UPI, has joined the Teachers as director of public relations.

Steve Yarmola/AFL-CIO News

**Retiring Teamsters President** William McCarthy says goodbye to the Executive Council. New IBT President Ron Carey (right) was elected to replace McCarthy on the council.

## AWARDS

The AFL-CIO Union Label Council pinned its annual "No Heart" award on **Cardinal Roger Mahony** of Los Angeles for his resistance to collective bargaining for Catholic cemetery workers. The award was presented in absentia by AFL-CIO Regional Director **David Sickler** and Clothing and Textile Workers Business Manager **Barbara Meja.**

## DEATH

**Lester Washburn,** former president of the Allied Industrial Workers predecessor, the United Automobile Workers, died in Mission, Texas Feb. 4. He was 85.

Washburn was an initial organizer of the AIW in the Lansing, Mich. area. As president of Local 182 in the 1930s, he help lead the 1937 Lansing Labor Holiday, a strike to protest the arrests of eight persons for picketing, including his late wife Nevah. Washburn retired as president in 1954. He is survived by a son, two daughters and a sister.

## CORRECTION

In a photo caption on the inauguration of new Teamsters officers in the Feb. 17 issue of the AFL-CIO News, the person reading the oath of office was misidentified. He is **Pat Pagnanella,** secretary-treasurer of IBT Local 804.

# Resources

## CONFERENCE

The Sixth National Labor-Management Conference, sponsored by the Federal Mediation and Conciliation Service, will be held in Washington, D.C. May 27-29. The conference will include workshops covering bargaining in the private, public and federal sectors. Contact Peter Regner for more information at the FMCS, 2100 K St. N.W., Washington, D.C. 20427.

## PUBLICATIONS

The Department of Employee Benefits' **Health Care Bargaining: A Guide for the Nineties** describes the mechanics of various health plans. Copies are $1 at the AFL-CIO Publications and Materials Office, 815 16th St. N.W., Washington, D.C. 20006.

Current Developments Update, a supplement to the third edition of the **Labor Guide to Labor Law,** covers court decisions in reported cases from January 1990 to October 1991 and the Civil Rights Act of 1991. Copies are $1 from Bruce S. Feldacker, 720 Olive St., Suite 2222, St. Louis, Mo. 63101.

**State and Communities on the Move: Policy Initiatives to Create a World-Class Workforce** includes a sampling of state and local efforts to build effective links among schooling, training and the workplace. Copies are $5 from W.T. Grant Foundation Commission on Youth, 1001 Connecticut Ave. N.W., Room 301, Washington, D.C. 20036-5541.

A thoroughly revised and expanded edition of DPE's statistical compendium, **Salaried and Professional Women: Relevant Statistics,** and a new, expanded version of **Current Statistics on Professional Employees,** are available for $4 each. Contact the Department for Professional Employees, 815 16th St. N.W., Washington, D.C. 20006. 202/638-0320.

**Joint Training Programs: A Union-Management Approach to Preparing Workers for the Future** documents successful efforts in the telecommunications industry, the auto industry, and the State of New York, with particular attention to training dislocated workers. Cost is $16.95 for paper, $36 for cloth. Contact ILR Press, New York State School of Industrial and Labor Relations, Ithaca, N.Y. 14851-0952. 607/255-2264.

A **Guidebook for Central Labor Council Delegates,** produced by the Department of Organization and Field Services, defines the structure, function and responsibility of local AFL-CIOs and offers a list of resources available for delegates to local central bodies. Single copy free, contact AFL-CIO Publications and Materials Office, 815 16th St. N.W., Washington, D.C. 20006.

**Unions Helping People** is a guide published by the AFL-CIO Department of Community Services on organizing union community services committees. For copies contact the AFL-CIO Publications and Materials Office, 815 16th St., N.W., Washington, D.C. 20006.

## VIDEOS

**How Unions Work: A Classroom Bargaining Simulation** is a 55-minute video of a "Labor in the Schools" program. Copies are available for $17.75 from Best Shot Video, 136 E. 55th St., New York, N.Y. 10022.

# George Meany Center for Labor Studies

The George Meany Center for Labor Studies will offer the following workshops during March and April:

**LABOR LAW IN THE CONSTRUCTION INDUSTRY** (March 1-6) — A specialized course for building trades leaders and staff.

**ARBITRATION IN THE FEDERAL SECTOR** (March 8-13) — A workshop that concentrates on presenting mock workshops before professional arbitrators experienced in the federal sector.

**USING MICROCOMPUTERS IN NEGOTIATIONS** (March 8-13) — This workshop shows how to use small computers in contract negotiations — emphasis is spreadsheet software for costing out contracts and weighing management proposals. No previous computer knowledge is required.

**ORGANIZING II** (March 8-13) — An institute cosponsored by the AFL-CIO Department of Organization and Field Services for experienced union staff. Topics include internal private-sector organizing, issue-oriented campaigns and recruiting and training union members.

**CONTRACT NEGOTIATIONS: PRIVATE SECTOR** (March 22-27) — A workshop on bargaining tactics, role of the chief negotiators, and preparation and design of initial and counterproposals.

**ARBITRATION: PREPARATION AND PRESENTATION** (March 29-April 3) — A workshop presenting mock cases before professional arbitrators. Sessions will be videotaped.

**TEACHING TECHNIQUES II** (March 29-April 3) — A follow-up on basic teaching techniques with emphasis on classroom skills.

**INTERNAL ORGANIZING** (March 29-April 3) — This institute is for those responsible for developing stronger union support or for recruiting new members in units where the union is already the recognized bargaining agent.

**LABOR LAW FOR ORGANIZERS** (April 5-10) — A review of laws governing private sector organizing, election procedure and corporate campaigns.

**EFFECTIVE UNION ACTION IN CIVIL RIGHTS** (April 6-10) — The annual conference of the AFL-CIO Civil Rights Department for civil rights and women's rights designees of AFL-CIO unions.

**TV: THE COOL MEDIUM** (April 12-15) — A short workshop to individually coach union leaders on how to face television cameras and work with reporters. Videotaping and playback critiques are key parts of this program.

**ORGANIZING IN THE CONSTRUCTION INDUSTRY** (April 26-May 1) — A workshop that trains building trades organizers in oral and written communications, regional survey and targeting techniques, on-site recruitment and labor law.

**UNION ISSUES FOR WORKING WOMEN** (April 26-May 1) — An institute that identifies the concerns of working women and shows how unions can act on women's issues through organizing, bargaining, contract administration and legislation.

AFL-CIO affiliates and departments using the campus in March are NATCA, March 1-6; TCU, March 1-6; ILGWU, March 1-4; AIFLD #159, March 8-April 3; AALC, March 11-14; ATU, March 14-19; AFSCME, March 15-20; NALC, March 15-17; Organizing Institute, March 20-22; Bricklayers, March 22-28; BCT, March 22-27; and AALC, March 29-April 17.

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# Unions winning tough fights in organizing

**Continued from Page 5**

Laborers as their bargaining representative.

- A unit of 1,800 registered nurses at Jackson Memorial Hospital in Miami, which voted in SEIU.
- A group of more than 1,000 workers at St. Joseph's Hospital in Buffalo, N.Y., who voted to join the Communications Workers. CWA now represents 1,200 health care workers at the hospital after also winning a unit of 212 registered nurses.
- A unit of 170 workers at the Lutheran Retirement Home of Northwest Indiana, which voted in the Steelworkers.
- An AFSCME win among 200 non-professional workers at Mercer County Hospital in Ohio.

Sweeney recounted some additional gains, including the Mine Workers' election wins at Spencer County Coal Terminal and the Troy Coal Terminal Loading Docks in Evansville, Ind.; the Air Line Pilots' representation victory among 450 pilots at Business Express; and the Food and Commercial Workers' successful campaign to represent 1,800 workers at National Beef in Liberal, Kan.

The Organizing Institute has launched an Elected Leader Task Force which "will begin with eight elected leaders from local and regional levels to speak directly to the problems of organizing," Sweeney told the council.

The pilot project thus far has involved roundtable discussions involving officials from SEIU, the Clothing and Textile Workers, the Steelworkers, UAW, AFSCME and the Longshoremen and Warehousemen. It will be expanded in the months to come to involve other unions.

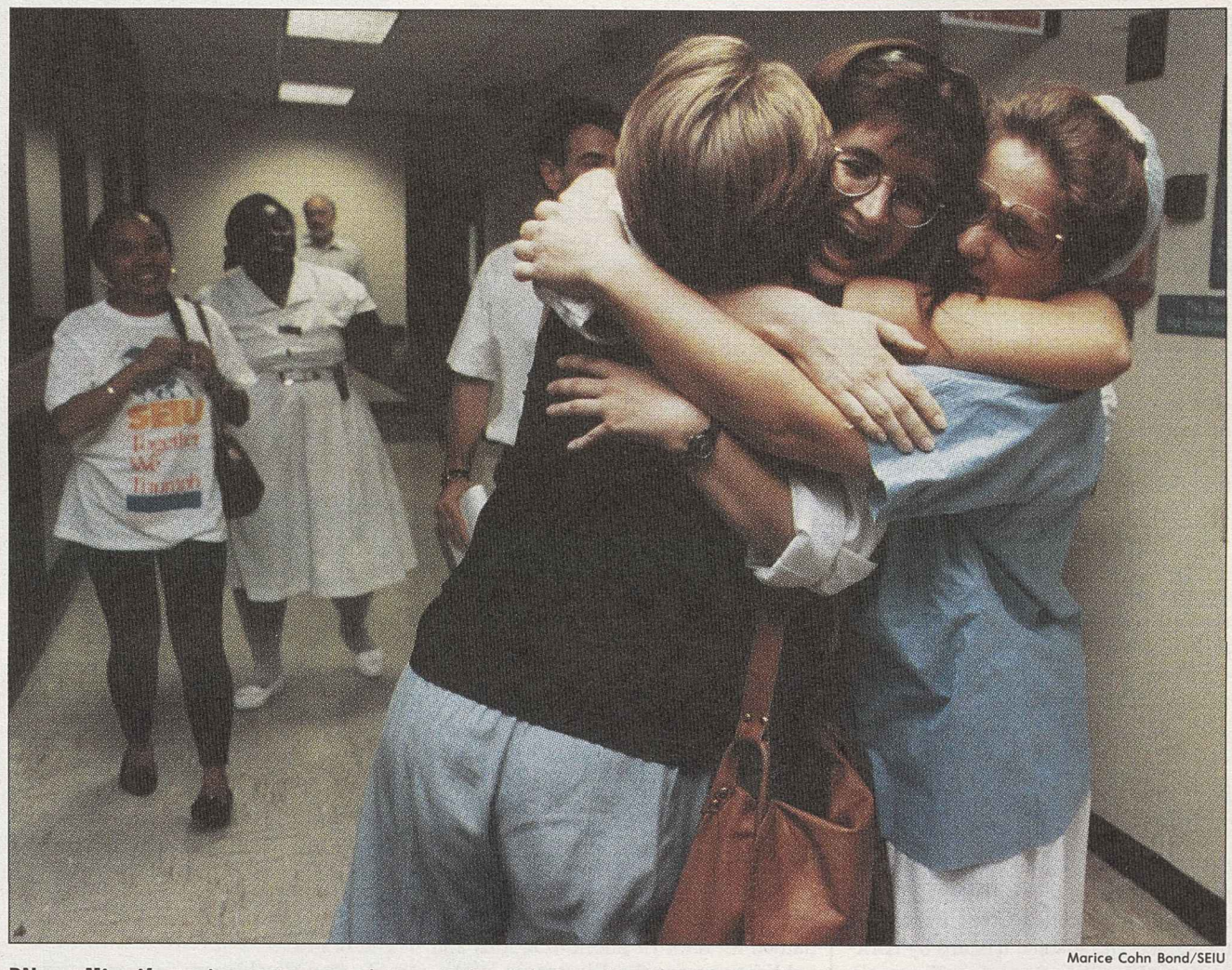
Sweeney said the leaders will examine obstacles to organizing and gaining membership support, among other concerns.

The AFL-CIO computerized data tracking system was outlined by Organization and Field Services Assistant Director Vincent O'Brien at a two-day meeting of the National Organizing Committee, held in conjunction with the Executive Council session. That meeting brought together 60 participants who looked at organizing strategies and traded advice on campaigns.

The computerized system will track NLRB petition, election and certification results, O'Brien said. Petition filings will be received weekly by the AFL-CIO and added to the data base.

Affiliated unions will be able to get information about particular campaigns, how union-busters may be involved, and what kind of assistance may be needed from the labor movement, he said.

The committee also discussed coalition-building with religious and community supporters, working on the international scene against such U.S. labor law violators as Ravenswood Aluminum's Marc Rich, organizing at hospitals and other topics.



Marice Cohn Bond/SEIU

**RNs at Miami's** Jackson Memorial Hospital celebrate the Service Employees' win.

# INSIDE

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MARCH 2, 1992

AFL-CIO NEWS

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The AFL-CIO prescribed a program to cure the nation's economic woes by creating jobs, restoring tax fairness, reforming health care and coordinating trade and industrial policies.

**1** ***Union campaign hits Ravenswood sales***

Several major customers have stopped buying aluminum from union-busting Ravenswood Aluminum Corp. as the campaign to help 1,700 "permanently replaced" workers escalates.

**3** ***IUD sends Congress tough message on S. 55***

Delegates to the AFL-CIO Industrial Union Department's legislative conference tell Congress that there is no room for ducking or hiding on the Workplace Fairness bill.

**4** ***Weak chemical rules face union challenge***

The Steelworkers filed suit in a federal court to force OSHA to correct deficiencies in the long-delayed chemical safety standard. OCAW was considering a suit also.

**11** ***New Mexico employees gain right to bargain***

After a 20-year effort by labor and its allies, the New Mexico state legislature approved legislation that allows all public employees the right to bargain collectively.

**13** ***UAW vows to fight any GM concessions***

In the wake of plant closings and the loss of 11,000 union jobs, UAW leaders say they are determined not to allow General Motors to whipsaw any concessions from the remaining workers.

UNION YES

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AFL-CIO NEWS

VOLUME 37, NUMBER 6 MARCH 16, 1992

**Workers Memorial Day**

Safe Jobs NOW

April 28

**A moment of silence** in workplace. A campaign for change. **Pages 7-10.**

# Trade pacts promise pain with profits

## *Workers to suffer corporate gains*

**By John R. Oravec**

Two major foreign trade agreements that the Bush administration is pursuing would reap benefits for multinational corporations to the detriment of America's workers, the AFL-CIO told Congress.

Federation Secretary-Treasurer Thomas R. Donahue warned that the administration is misleading the people into believing that the trade accords are in the best interests of the country.

It's essential the United States construct a more realistic framework to address its trade relationships because lopsided imbalances — totaling more than $900 billion since 1982 — have turned the country into the world's largest debtor nation, and that cannot continue, Donahue said.

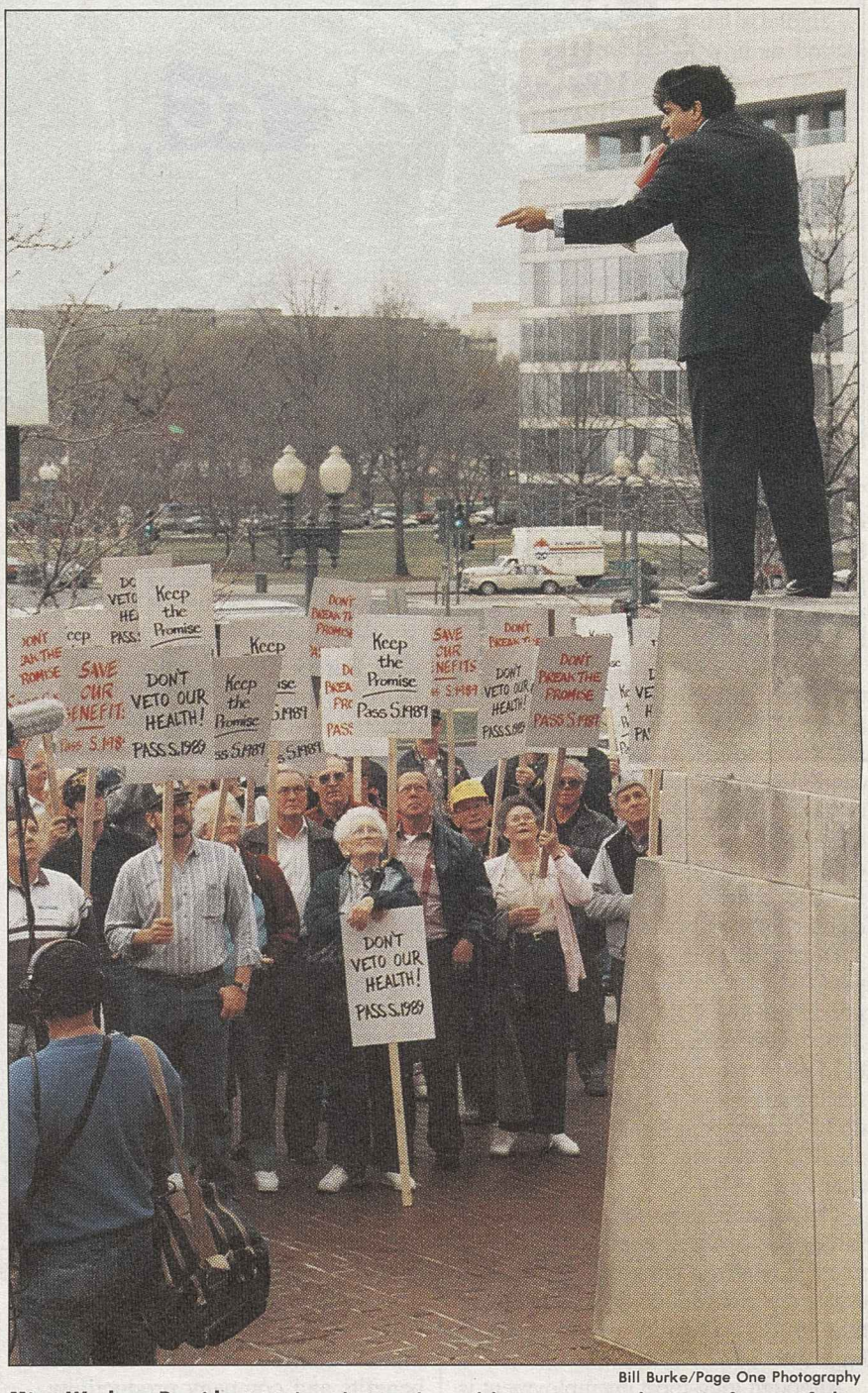
Testifying before the trade subcommittee of the House Ways and Means Committee, Donahue spelled out labor's concerns over the Uruguay Round of multinational negotiations as well as talks on the North American Free Trade Agreement involving Mexico and Canada.

"The overriding issue in discussions on trade and development is not free trade versus protection, open markets versus closed market, more investment versus less," Donahue pointed out.

More important are the "economic ties among nations by how they affect the lives of working people," he stressed.

"If these growing relationships among nations result in economic growth, we are concerned about who will benefit" — the wealthy elite at the top of the

**Continued on Page 6**




Bill Burke/Page One Photography

**Mine Workers President** Richard Trumka addresses marchers in front of the U.S. Labor Department March 10. More than 1,400 active and retired miners from 10 states came to Washington to press Congress to pass legislation that would save health care benefits for retirees and their dependents. The Bush administration opposes the bill. **See story, Page 12.**

# SEIU wins justice for Apple crew

## *Janitors get union after bold campaign*

**By Sharolyn A. Rosier**

An 18-month Justice for Janitors campaign has borne fruit with an agreement by Shine Building Maintenance to recognize the Service Employees as the bargaining agent for the janitors who clean the Apple Computer Corp. facilities in the Silicon Valley.

The campaign, which included a sophisticated consumer information program, hunger strikes and demonstrations, gained widespread community support and convinced the company to support its contract workers.

After Apple placed a full-page advertisement in the San Jose Mercury News calling for an election and a third-party mediator, Shine Building Maintenance in January agreed to a check of union authorization cards. Shine agreed to recognize the union after SEIU presented the membership authorization cards from a majority of the janitors, most of whom are Hispanic.

"This should send the message to other companies in Silicon Valley that janitors will no longer tolerate abuse and substandard conditions," said Jon Barton, SEIU union organizer.

"For the first time, the 130 Shine janitors will have health insurance, a guaranteed annual wage increase, paid sick days and a union grievance procedure to protect them against unfair treatment and sexual harassment," Barton added.

The janitors will be covered by a master contract between SEIU and the Santa Clara Contractors Association.

**Continued on Page 13**

# Unions press on many fronts as RAC owners retreat

**By Muriel H. Cooper**

A government inquiry into the dealings of the owners of union-busting Ravenswood Aluminum Corp. has convinced one RAC stockholder to back out of its efforts to do business with the U.S. Mint.

Clarendon Ltd., a company that has strong ties to U.S. fugitive and RAC financier Marc Rich, declined to continue its bid for U.S. Mint business because of mounting questions about its relationship with Rich. During the past four years, Clarendon had won from the Mint 23 contracts worth more than $45 million to supply metals used in coins.

The investigation by the House Government Operations subcommittee on government information, justice and agriculture, chaired by Rep. Robert E. Wise Jr. (D-W.Va.), is part of a multi-front pursuit of Rich, stoked by an international and national corporate campaign by the Steelworkers, the AFL-CIO Strategic Approaches Committee and the Industrial Union Department.

RAC carefully orchestrated a union-busting strategy that led to the lockout and "permanent replacement" of 1,700 Steelworkers when their contract expired in November 1990. The corporate campaign, which includes international rallies and the targeting of "end users" of the RAC product, is designed to bring RAC to the bargaining table, USWA president Lynn Williams said.

Wise, who has been conducting a series of hearings on the Mint's contracts with Clarendon, vowed to continue his investigations despite Clarendon's withdrawal. Rich, who is facing a 65-count indictment for tax fraud, racketeering, conspiracy and trading with the enemy, shares an office with Clarendon in his safe haven in Zug, Switzerland, where he has lived since 1983.

Wise, in a letter to Treasury Secretary Nicholas F. Brady March 4, said that "while I am pleased to note that this means that the coins produced by the Mint in the 'foreseeable future' will not contain metal possibly tainted by a connection to a U.S. fugitive from justice, there are several issues that remain unresolved."

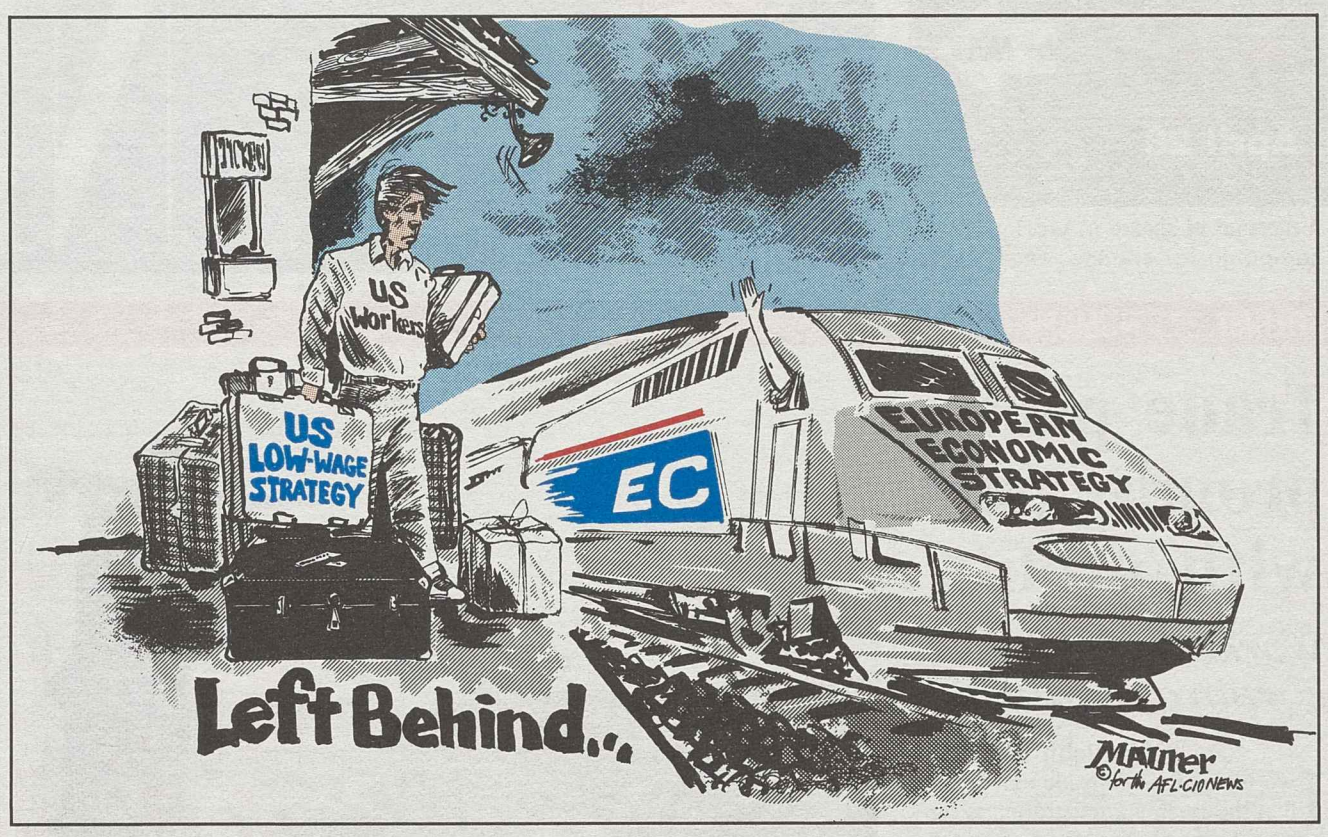
Wise said a thorough investigation needs to be conducted to assure that Clarendon does not deal with the Mint or any other agency of the U.S. government.

Clarendon's announcement came on the heels of the third hearing, on March

**Continued on Page 5**

# POINT OF VIEW

## *U.S. can't win using strategy of low wages*




The United States must abandon its low-wage, low-skills strategy if it hopes to compete in the increasingly high-wage, high-tech global marketplace.

And this nation must begin to address the social and environmental dimensions of its policies as it lurches along toward its idealized "free-trade" stance with nations in this hemisphere and around the world.

A new study by the National Planning Association, in conjunction with the German Freidrich-Ebert Foundation, provides revealing data to support these claims. "European and American Labor Markets: Different Models and Different Results" shows that the high-wage strategy of the European Community has cut into the U.S. lead in productivity while U.S. skills decline and income inequality increases.

"The biggest problem with America's low-wage model is that it generates a strategy that will not help the United States compete in the long run," warns Richard Belous, NPA chief economist. "There will always be countries that will be able to provide lower wages and benefits than those in the United States.

"The United States can't win in the global economy on the basis of low wages," Belous said.

Nevertheless, the Bush administration continues to lead this nation along this dangerous path, particularly in its pursuit of a North American Free Trade Agreement. By seeking to further open the door for U.S. corporations to exploit cheap labor in Mexico, the administration would guarantee that U.S. wage levels be lowered to match the Mexican levels, now running one-tenth of the average U.S. wage.

It's an ironic twist of political history that the conservative idealogues of the Reagan and Bush administrations — the people who damn "industrial policy" most vehemently as "central planning" — are the ones who have so effectively imposed an industrial policy of low wages on the United States.

This low-wage strategy is accompanied by a total disregard for workers' rights, workplace health and safety and potential environmental degradation. The Bush rush to "free trade" is designed only for the growth of U.S.-based corporations, even though that growth may occur in other countries and at the expense of good-paying jobs here at home.

The contrast between this policy and the approach by the EC nations is startling. The EC was 30 years in the making and it followed a 15-year plan for economic integration, including measured investment to bring up living standards in Greece, Spain and Portugal to conform with the rest of the community and special attention to a social charter for workers' rights and benefits.

During that period, EC hourly compensation levels went from $5.05 (79 percent of the U.S. level) in 1975, to $13.21 (98 percent) in 1987, to $16.93 (115 percent) in 1990. European benefits include national health care systems, child care programs, family and medical leave and one month of vacation time.

This advance is no accident of market forces, Belous points out. "European management and labor have decided to create a high productivity environment that results in quality products and a high standard of living."

Although long-term unemployment is higher in Europe than in the United States, the unemployed in Europe are protected by a much stronger social security net. The U.S. reliance on contingent workers (subcontracted, temporary and part-time) masks the U.S. unemployment figures and provides an inferior quality of work life in the United States.

Job security is hardly ever an issue with European companies, said Boy-Juergen Andresen, human resources director for Daimler-Benz in Germany. The maker of the Mercedes automobile has never laid off any of its workers, from 1945 to the present, he said.

Belous classifies the European economic model as Compassionate or Command Capitalism, and contrasts that model with the U.S. Contingent Capitalism and Japan's Kieretsu Capitalism. Both the European and Japanese models regard the worker benevolently, although the paternalistic Kieretsu Capitalism minimizes worker self-organization.

But unions face the most difficulty under the U.S. model, which fosters labor-management conflict and is biased against government intervention. Still, as Steelworkers President Lynn Williams and Service Employees President John Sweeney point out in their contributions to the NPA study, U.S. unions continue to advance worker benefits and company productivity.

To advance training, Williams wrote, the Steelworkers have established the Career Development Institute, jointly managed by industry and labor, which builds on similar training programs developed by the Communications Workers, the Electrical Workers and the UAW. The Steelworkers also have sought to take control of their own destiny through employee stock ownership plans, Williams added.

SEIU is battling the U.S. trend toward low wages by expanding its organizing efforts throughout the service sector, the traditionally low-paying jobs that are growing while high-paying industrial jobs disappear.

"There is an important lesson in this for trade unionists," Sweeney notes. "There is really only one labor market in the United States. The low wages and benefits of the service sector are fast becoming the norm. Labor is fighting to raise standards in the service sector and thus to strengthen the entire labor movement."

But, as Sweeney points out, the cheap labor policy of American business is undermining the economy. If the U.S. government continues to encourage this policy, workers will be powerless to stop this nation's free fall into the economic abyss.

**— Michael Byrne**

*"European and American Labor Markets: Different Models and Different Results" is available for $15 from NPA, 1424 16th St. NW, Suite 700, Washington, D.C. 20036.*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**Thomas R. Donahue,** SECRETARY-TREASURER



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# LEGISLATION

# 'Jobs plan is key to recovery'

## *Jobs-creation bill wins union backing*

**By Mike Hall**

A proposed $10 billion federal program to begin immediate work on badly needed infrastructure projects is an important first step toward an overall anti-recession package, AFL-CIO President Lane Kirkland told Congress.

Kirkland, testifying before the House Public Works and Transportation Committee, said the nation has never overcome a modern recession without significant spending on jobs creation. He supported H.R. 4175, the Anti-Recession Infrastructure Jobs Act of 1992, introduced by the committee chairman, Rep. Robert A. Roe (D-N.J.).

The legislation also drew support in testimony by Robert A. Georgine, president of the AFL-CIO Building and Construction Trades Department, and statements by union Presidents Sigurd Lucassen of the Carpenters, Marvin Boede of the Plumbers, Jake West of the Iron Workers and John Barry of the Electrical Workers.

Also testifying was New Jersey Gov. James Florio (D), who described the infrastructure needs in his state.

Kirkland blasted the Bush administration's proposals for tax breaks for the wealthy as the solution to the longest recession since the Great Depression.

"America's unemployed and their families cannot afford to wait for tax cuts to trickle down to them. They need jobs and they need them now," he said.

Kirkland's appearance was one of a recent series of testimonies by the AFL-CIO before various congressional committees in an effort to spur legislation for an effective economic recovery and jobs program.

The hearings came only a few days after the nation's official unemployment rate rose to 7.3 percent. The rate would be 11.5 percent if it included involuntary part-time workers and those who have given up looking for work because there are no jobs, Kirkland said.

**Lane Kirkland:** "U.S. falling behind in tending to vital public facilities."

"An accelerated public works program is by far the best way to create half a million real jobs for Americans who are out of work and desperately seeking employment," Roe said. "The crucial part of this program is its ability to provide financial assistance immediately and to create jobs now — when they are needed."

Work could begin in 90 days on such jobs as water and sewer lines, street and bridge projects, schools, public buildings, police and fire facilities, park development and other projects.

About half the jobs would be created in the construction industry, where the jobless rate soared to a seasonally adjusted 17.4 percent for February, Georgine noted.

The legislation is patterned after a public works bill enacted in the mid-1970s that created some 340,000 jobs in a short period of time and quickened the economic recovery of the late 1970s.

"There is only one method we know that will rapidly create jobs and get this economy moving again — it has worked before and will work again," Kirkland said. "And that's a strong dose of government fiscal stimulus — 'priming the pump' — with an immediate shot of direct government spending for job-creating infrastructure projects."

Not only would the projects boost the economy, Kirkland said, but the jobs would create lasting value to the nation by repairing and rebuilding an infrastructure that has been deteriorating rapidly. "The fact is that America is falling behind in tending to its vital public facilities," he said.

Kirkland said the government has classified some 4,500 public works projects around the nation as vital. "So we're not talking make work. . .H.R. 4175 would help get many of them under way within 90 days and begin adding value to the country in the form of public facilities which serve our people for many, many years," he added.

Georgine told the committee that most industrialized nations spend more of their public finds on infrastructure projects resulting in strong economic growth and a raise in productivity.

"Our nation's reduced capital investment in the past 20 years has permitted foreign competitors that have invested in their own futures to far surpass our productivity growth," he said.

The legislation would give priority to projects in areas where the unemployment level is higher than the national average. It would also authorize funds for the total cost of the construction, repair and renovation of local public works projects as well as supplemental grants to pay the non-federal share of federally-authorized projects.

# AFGE: Staff cuts delay SSA services

As Social Security Administration workers have struggled to cope with downsizing and budget cuts, Social Security beneficiaries are facing massive delays in getting service, the Government Employees told Congress.

"Budget cuts have not only affected the level of service that is available to the American public, but such reductions also have adversely affected the working conditions of SSA personnel," testified Witold Skwierczynski, president of the AFGE National Council of SSA Field Operations Locals.

In fact, evidence indicates that SSA has lost control of its disability workload due to severe staff cuts, Skwierczynski said. Some 800,000 initial disability claims now are pending, compared with the normal 175,000.

"The president's 1993 budget proposals do nothing to solve these problems," Skwierczynski told a House Ways and Means subcommittee.

The Bush administration's SSA budget request is $4.8 billion, $850 million less than what is needed to provide SSA with sufficient resources to restore adequate service, he said.

SSA implemented a downsizing program in 1984, intending to reduce the staffing level within the agency by 20 percent over a six-year period. Full-time equivalent staffing levels were reduced from 79,951 in 1984 to 64,730 in 1992.

"This reduction in personnel was not based on any rational assessment of the work force needs within SSA," Skwierczynski said. "Instead, the Reagan administration determined for political reasons that SSA's staffing level would be reduced by 20 percent."

In addition, in the midst of the agency's staff reduction program, SSA instituted an entirely new delivery service system, a nationwide 800 number. This service was fully implemented in October 1989.

Significant staff resources were shifted to this 800 number service while the overall work force was being reduced, he added. But what the public is getting is a continuous busy signal.

In 1991, busy signal rates for all days averaged 28 percent. On peak days, these busy rates averaged 45 percent. Despite SSA's action to shift significant numbers of employees to cover the 800 number service, the 800 number does not afford the public prompt and easy access to agency personnel, he explained.

The only way to increase staff is to clarify that the agency's administrative expenses should be removed from the budget just as the rest of the Social Security trust funds were, said Skwierczynski.

Rep. Dan Rostenkowski (D-Ill.) has introduced legislation, H.R. 2838, that would take these expenses off-budget. Similar legislation, H.R. 2898, introduced by Reps. John Conyers (D-Mich.) and Frank Horton (R-N.Y.), would strictly take these expenses off-budget.

"Once off budget, Congress could assess the budgetary needs of SSA in a rational manner," Skwierczynski said. "Congress could do so without viewing SSA's administrative budget in the context of domestic spending caps. This is only fair since the expenditures for these expenses emanate from the trust fund, which is off budget," he testified.

The legislation would also make SSA an independent agency, insulating it from political influence.

## Capitol Digest

A conference committee will begin work soon on a tax bill that faces almost certain presidential veto. Both versions of the bill include some tax relief for middle-income Americans. President Bush has threatened to veto any legislation which raises taxes for America's wealthiest citizens to pay for a middle-class tax cut.

The Senate was poised to pass its version March 13. The House bill was narrowly approved 221-210 last month.

The AFL-CIO has long backed tax equity, but has emphasized that a middle-class tax cut will not provide the economic stimulus the country needs to pull out of the Bush recession. The federation has called for a program of infrastructure renewal that will prime the fiscal pump and create jobs, something neither tax bill accomplishes.

The AFL-CIO did not support the two bills because they contain capital gains tax breaks for the wealthy and several narrow provisions that benefit large corporations and the richest individuals. For example, one provision is designed to help Federal Express avoid a union organizing effort and another defines "leased employees" in a way that would encourage employers to avoid pension obligations.

In other news on Capitol Hill:

**BUDGET** — The AFL-CIO urged the House to approve H.R. 3732 allowing defense savings to be used for domestic programs. Under the 1990 Budget Enforcement Agreement, such defense savings can only be used for deficit reduction, not for domestic programs. If Congress doesn't break down these fiscal "firewalls," a $6.4 billion shortfall is expected for domestic programs ranging from health care to housing in FY 1993.

**CHINA** — The House voted overwhelmingly, 357-61, to override President Bush's veto of a bill that sets conditions of worker and human rights that China must meet before retaining its most-favored-nation trade status. The override, backed by the AFL-CIO, now moves to the Senate, where it faces a tough fight for necessary votes.

**CHILD LABOR** — The Senate Labor and Human Resources Committee on March 11 approved an AFL-CIO-backed child labor bill (S. 600) that encourages continuing education for working youths and strengthens the penalties for child labor violators.

**HATCH ACT** — Several Republican members of the Senate Governmental Affairs Committee used delaying tactics to stall committee approval of Hatch Act reform (S. 914) March 4. The bill would allow federal and postal workers, on their own time, to work in a political campaign, hold office in a political party, participate in a partisan voter registration drive, circulate a nomination petition for a candidate and speak at a party caucus in favor of a candidate. The Hatch Act currently prohibits such activities.

# Public workers need OSHA, unions testify

By Colleen M. O'Neill

Decrying second-class treatment of public employees, union presidents Gerald W. McEntee and Alfred K. Whitehead urged a House panel to extend OSHA protections to their members.

"We just want to be treated the same way as those in the private sector," McEntee, president of AFSCME, told the House Education and Labor Committee. "Many of our jobs are comparable."

"We don't deserve any less," said Whitehead, president of the Fire Fighters, at the March 5 hearing. "If it's good enough for the private sector, then it must be good enough for the public sector."

Title III of H.R. 3160, legislation for comprehensive reform of the Occupational Safety and Health Act, would extend safety and health coverage to protect state and local government employees from on-the-job hazards.

Currently, nearly 7.5 million employees — police officers, fire fighters, hospital workers, sanitation workers, road crews and others — are without protection against workplace illnesses, injuries and exposures to toxic chemicals that private-sector workers enjoy. They were exempted when OSHA was passed in 1970.

"This is unacceptable," McEntee said of the coverage gap. "Public employees do some of the most hazardous work that this society demands to make our lives safe and enjoyable. Yet, in return, they not only have to suffer high injury and illness rates, but in most states, they cannot even call for an OSHA inspection."

McEntee pointed out that more than 1,600 public employees lose their lives in the workplace each year. Almost a quarter of a million public employees suffer disabling workplace injuries and more than 70,000 workers are permanently disabled each year as a result of workplace injuries, he said.

The House panel also addressed Title IV of the OSHA reform legislation, which seeks to model whistle-blower protections on Section 405 of the Surface Transportation Act. That provision protects workers in the transportation industry who refuse to operate unsafe vehicles.

Testifying before the committee on behalf of strengthened anti-discrimination provisions were Vernon McDougall, the acting director of safety and health for the Teamsters; Louis Nagy III, a machinist from Spartanburg, S.C.; and Jeff Ruch of the Government Accountability Project.

"If our safety and health regulatory system must rely on workers to identify hazards and to see that appropriate protective measures are followed," McDougall said, "then it is inescapable that we must provide workers with the strongest possible assurance that they won't lose their jobs when they do so. McDougall said "the Teamsters union takes great pride of authorship with regard to Section 405."

Meanwhile, a group of unions and corporations urged Congress and the administration to support OSHA reform, including coverage for public employees and provisions for worker participation.

A letter signed by UAW, the Clothing and Textile Workers, Carpenters, Communications Workers, Service Employees, Rubber Workers, Steelworkers and the AFL-CIO Industrial Union Department, along with ARCO, Crum and Forster, Dow Chemical, DuPont, W.R. Grace, Manville, Occidental Petroleum and Owens Corning, was sent to Secretary of Labor Lynn Martin in February.

Specifically, the letter urged the extension of OSHA coverage to include public employees, welcomed worker participation in health and safety matters and backed greater speed for the development and issuance of OSHA standards.

The group, meeting under the National Planning Association's Occupational Health and Safety Forum, said its purpose is to provide a means of reaching labor-management consensus on health and safety issues.

The House Education and Labor Committee is scheduled to continue later in March with its hearings into different titles of the OSHA bill.

Steve Yarmola/AFL-CIO News

**AFSCME President** Gerald W. McEntee and Fire Fighters President Alfred K. Whitehead tell a House committee that public employees are as much at risk as private-sector workers, but lack safety protections.

# Managers indicted in Hamlet fire

The owner and managers of the Hamlet, N.C., chicken-processing plant where 25 people died and another 56 were injured in a blaze last September were indicted March 9 on involuntary manslaughter charges.

The blaze at the Imperial Food Products Inc. facility began when flames from a cooking fire ignited leaking hydraulic fluid. Workers encountered locked doors, improperly marked fire exits and no fire alarm or sprinkler system as they attempted to flee the fire.

"We're pleased the state is taking action; they should," said AFL-CIO Director of Occupational Safety and Health Peg Seminario. "The plant officials clearly showed reckless disregard for the lives of their workers, and they should be prepared to pay the consequences.

"Legal action won't bring back the victims, but it's a start toward preventing another tragedy like Hamlet from happening," Seminario added.

Imperial Foods owner Emmett J. Roe; his son, Brad M. Roe, the plant's director of operations; and plant manager James N. Hair were indicted by a Richmond County grand jury on 25 counts each.

In December, the North Carolina Department of Labor fined Imperial Foods $808,150 for the locked exits and other workplace safety violations at the facility, tucked between Charlotte and Fayetteville near the South Carolina border. Shortly thereafter, Emmett Roe said he couldn't afford to pay the fine or appeal.

North Carolina is one of 23 states with responsibility over its own workplace health and safety plan. In the wake of the blaze, the AFL-CIO Sept. 11 petitioned the Occupational Safety and Health Administration to assert concurrent jurisdiction over the plan as an interim step to taking over the plan. Federal OSHA did so Oct. 24.

In January, Secretary of Labor Lynn Martin announced a number of steps the North Carolina plan would have to take to bring it up to standards and avoid such a takeover, with a deadline of 90 days. That period will be up in early April.

Also in January, Acting Assistant Secretary of Labor for OSHA Dorothy L. Strunk announced the results of a review of the other 22 states' plans. The jurisdictions were given until March 1 to submit a timetable and plan of action for addressing deficiencies.

The Department of Labor has the reports in hand and still was analyzing their content, OSHA spokesman Doug Fuller said.

# UPS agrees to protect workers from spills

An agreement between the Occupational Safety and Health Administration and United Parcel Service establishes procedures to protect employees against spills or leakage of hazardous substances.

The Teamsters said the union is sending information about the Feb. 27 settlement to every UPS member, urging them to make sure that the company lives up to its new obligations, according to IBT Vice President Mario Perrucci.

UPS also agreed to pay more than $555,000 in penalties to settle OSHA citations, including violations of recordkeeping requirements on injuries and illnesses and the OSHA standard on hazardous waste operations and emergency response.

The company's obligations include a comprehensive emergency response plan and training program to comply with the OSHA emergency response rule. The agreement also provides for the company to use a recordkeeping system that permits review of existing records and training in OSHA recordkeeping requirements.

In 1990, OSHA cited UPS's Uniondale, N.Y., and Watertown, Conn., facilities for recordkeeping violations. Those violations resulted in $904,780 in proposed penalties.

In addition, several other facilities were cited for deficiencies related to their procedures for responding to damaged packages containing hazardous substances.

# ConAgra settles on ergonomic protections for workers

ConAgra Poultry Co. has agreed to ergonomic and record-keeping programs to improve conditions at its plants in a settlement with the federal safety and health agency and the Food and Commercial Workers.

The agreement covers 16,000 ConAgra workers at 21 facilities.

The ergonomics program will train employees on the proper use of tools, work positions and recognition of early symptoms of cumulative trauma disorders, such as carpal tunnel syndrome.

ConAgra also will pay $425,000 to settle citations for violating recordkeeping and safety and health standards, which were issued by the Occupational Safety and Health Administration against the ConAgra Turkey Co. in Carthage, Mo., in June 1989. ConAgra agreed to maintain accurate records of occupational injuries and illnesses occurring at those plants.

Acting Assistant Secretary of Labor Dorothy L. Strunk said the agreement "was a major step forward in reducing those ergonomic-related hazards that produce cumulative trauma disorders in poultry processing factories."

But Debbie Berkowitz, UFCW's director of safety and health, said that, while the union was relieved that OSHA finally settled the case after two and a half years, it remained skeptical of the agency's ability to oversee the ergonomics programs effectively.

OSHA does not have the ability "to monitor ergonomics properly in a corporatewide program," Berkowitz said. The guidelines of the four-year agreement say that only "two or three of the 21 plants will ever be checked by OSHA. That means that only one plant will be moderated each year" by the federal government, she added.

Enforcement of the programs is mostly in the hands of the company, although ConAgra is required to periodically report back to OSHA on its progress and maintain OSHA's provisions under the contract.

"OSHA can say that it's bringing safety to 21 work stations, and we're hoping that it will happen," Berkowitz said. "But corporatewide agreements in the meat and poultry packing industry have had serious problems in the past because they were not moderated effectively."

— Press Associates

# New Mexico won, public employees look to other states

By Sharolyn A. Rosier

As New Mexico Gov. Bruce King signed public employee collective bargaining legislation into law, a number of other states were looking at bills that would give public employees some of the rights enjoyed by workers in the private sector.

Bills were pending in state legislatures in Indiana and West Virginia, while Virginia public employees have just won dues checkoff for the first time.

Collective bargaining for public employees in New Mexico was won with years of work by the state AFL-CIO and its affiliates, including AFSCME, the Communications Workers, Fire Fighters, and the Teachers, said George E. "Jeep" Gilliland, president of the New Mexico AFL-CIO.

"We had been trying for more than 20 years and, at this point, with a coalition of labor and elected officials, we won," said Paul Broome of the New Mexico Teachers.

The 20-year saga saw New Mexico public employees at one point granted limited union rights by executive order — by the same Bruce King when he was the Democratic governor for two terms in the 1970s. But an interim Republican administration repudiated those rights, including dues checkoff, leaving state employees in limbo while the case made its way through the courts. Now, in 1992, legislative action has settled the issue once and for all.

While it is a major breakthrough for a southwestern state like New Mexico to pass a comprehensive collective bargaining bill, there still are 23 states without such laws, including West Virginia, whose public employee collective bargaining legislation (H.B. 4059) was shelved by the House late in the legislative session.

West Virginia state employees have for the past three years ranked last in the country in pay.

West Virginia Gov. Gaston Caperton (D) announced Feb. 14 that he would appoint a task force to study public collective bargaining. Joe Powell, president of the West Virginia AFL-CIO, said the task force should have a proposal ready by the beginning of the session next year, when he anticipates another vigorous lobbying effort by West Virginia unions.

An officer of the Laborers who is also a state delegate, Stephen L. Cook, was one of the authors of the 1992 bill. Along with the state AFL-CIO, the Laborers, Teachers, AFSCME, Service Employees Local 1199, Operating Engineers, Communications Workers, Mine Workers and Steelworkers District 23 worked hard for collective bargaining legislation.

In Indiana, the House passed legislation in February on a vote of 64-36 that would have granted state and local workers collective bargaining rights.

While the legislation never reached the Senate, "we were pleased with the House vote," said Indiana AFL-CIO President Charles Deppert. He vowed a renewed push for the legislation in the next session. Indiana state employees have collective bargaining rights under an executive order of Gov. Evan Bayh (D). The legislation would extend those rights to local government workers.

In another state action, Virginia Gov. L. Douglas Wilder (D) issued a policy directive to the state comptroller that provides a dues checkoff for Virginia state employees. Virginia now joins Texas as states with limited bargaining rights following Wilder's executive order, which allows bargaining on issues other than wages and benefits for workers who agree to the dues checkoff.

Other states without comprehensive public employee bargaining laws are Alabama, Arizona, Arkansas, Colorado, Georgia, Idaho, Kentucky, Louisiana, Maryland, Mississippi, Missouri, Nevada, North Carolina, North Dakota, Oklahoma, South Carolina, Tennessee, Utah and Wyoming.

# RAC campaign advances in both U.S. and Europe

Continued from Page 1

5, to determine why the Mint continued to do business with Rich at the same time he is wanted for trial, and why more wasn't being done to bring Rich to justice.

According to testimony by former Justice Department officials and a former INTERPOL employee, bureaucratic delays and political considerations allowed Rich to remain at large.

"A cumbersome review process was set up that required endless meetings with scores of bureaucrats at several agencies before a policy decision could even be considered," recalled former U.S. Marshal Howard Safir. "Often the process took months, and by the time a decision was made, the opportunity had passed."

Meanwhile, the West Virginia Senate voted 34-0 to create a joint commission with the House of Delegates "to investigate the labor-management dispute existing at Ravenswood Aluminum Corp." The lawmakers also criticized the use of scab employees and will look into possible state legislation to outlaw the use of "permanent replacement" workers in labor disputes.

In addition, the commission will investigate the possibility of the state seeking compensation from RAC for the cost of social services it has provided the workers as a result of the lockout.

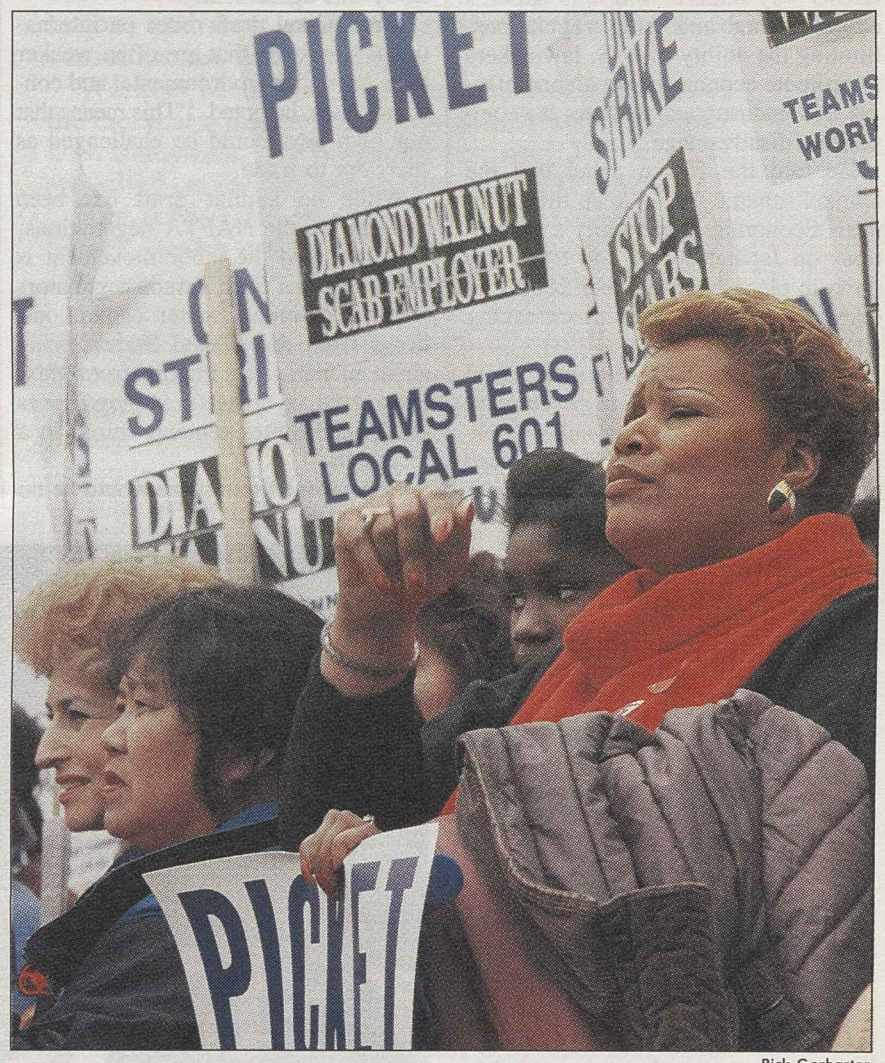
The case for members of USWA Local 5668, out of work for 16 months, also has been taken aggressively to Europe, where countries are being urged not to do business with Rich.

"Marc Rich has been described as the worst of western capitalism," said IUD Special Projects Coordinator Joe Uehlein, who recently returned from a demonstration in Czechoslovakia and is planning to visit Finland, Russia, Spain and Israel to spread the word about the campaign.

On the homefront, the "end users" campaign has turned its focus to Pepsi Cola, Shasta and Lone Star Beer after successfully convincing Anheuser-Busch, Miller Breweries and Coca-Cola that they should not buy the scab aluminum.

Beverage cans make up nearly 30 percent of RAC business. So far, the campaign has caused RAC to reduce its output by two-thirds, from 30 million to some 10-13 million pounds of aluminum per month. Before the lockout, the company produced 55 million pounds of aluminum.

The American television audience will get a close look at the plight of the locked-out Ravenswood Steelworkers during the April production of "We Do the Work," which appears on many Public Broadcasting System stations. Showing times will vary at different local public TV stations.




Rick Gerharter

**Nearly 1,000 unionists** from all over northern California joined in a rally against Diamond Walnut of Stockton, Calif., a grower cooperative that "permanently replaced" 500 members of Teamsters Local 601. The co-op forced them to strike over its demands for continued wage concessions, reduced health benefits and the loss of seniority rights and union security.

# CWA fights job cuts at AT&T; talks open March 30

By Candice Johnson

The Communications Workers are fighting a plan by AT&T to cut thousands of jobs, replacing workers with voice robotic technology.

CWA President Morton Bahr described AT&T's announcement that it will lay off as many as 6,000 workers and close 31 offices over the next two years as "the worst intimidation tactic we have ever seen," because it came weeks before national contract negotiations and broke pledges to the unions of advance notification.

But CWA members, "angry and fed up with years of abuse. . . are mobilizing to fight back," he said.

CWA and the Electrical Workers, which represents about 27,000 AT&T workers, are set to open coordinated contract talks with AT&T covering 127,000 workers on March 30.

The voice system technology would have callers telling a robot what kind of call they wish to make, a move the union said will have customers "routed through a maze of frustrating commands before they can get the help they need." The technology could replace as many as half of the firm's 17,000 operators.

But AT&T's plan undercuts one of the company's key assets — the quality service provided by operators, Bahr said.

"One competitive advantage that AT&T has is its operator services. People don't like to talk to a machine when they need assistance, and only a person can really provide the help that they need and the help their phone bills have paid for," Bahr said.

"If management refuses to listen to the union, maybe they'll start listening to the customers who are saying you can't run a service business without the people who provide the service," Bahr added.

CWA Vice President James Irvine said the AT&T move broke the company's promise made to the union last year when it said voice robotic technology would not be deployed until the union was notified and customers were "delighted" with the service.

Now, AT&T is planning to go forward, even though testing and research is incomplete, Irvine said. "There is no other reason to announce this technology except to strike fear in the hearts of AT&T workers, and to intimidate them during bargaining," he added, calling the timing of the decision "incredible."

Job security and "wall-to-wall" union representation for workers in now non-unionized sectors of the company are key bargaining goals at AT&T, CWA said. The current contract expires May 30.

CWA and IBEW also will negotiate new contracts this year covering workers at General Telephone Company and six of the seven regional Bell operating companies. The unions reached an early agreement with NYNEX.

# Maquiladoras illustrate need for caution on NAFTA

**Continued from Page 1**

economic ladder, or the many on the bottom and middle rungs.

Draft documents and public statements coming out of the trade negotiations indicate that the likely outcome of both initiatives pose serious threats to millions of working Americans, Donahue noted.

"There is great danger that the Uruguay Round and NAFTA would reduce employment in vital sectors of the economy, damage the country's industrial base, harm the nation's farmers, encourage a greater outflow of capital from the United States, undermine trade-remedy and Buy American laws now on the books, and compromise national sovereignty in trade and economic policy."

Focusing on talks dealing with the General Agreement on Tariffs and Trade, Donahue assailed the draft proffered by GATT Director General Arthur Dunkel. He charged that the Dunkel proposal threatens U.S. interests "by undermining this nation's environmental and safety regulations, limiting the ability of U.S. lawmakers to promote economic growth and placing U.S. industry and workers at a competitive disadvantage."

He told the House panel that the Dunkel scheme would keep the European Economic Community's restrictions on Japanese auto and truck imports in place until the year 2000, but deny the United States from taking similar steps.

"Provisions that require equal percentage requirements in governmental farm supports are particularly pernicious," Donahue testified. "Because the European Community starts from such higher levels of support, their advantage over American will be locked in by this agreement."

**AFL-CIO Secretary-Treasurer** Thomas R. Donahue testifies at House trade hearings. He is accompanied by legislative representative Bill Cunningham, left, and Mark Anderson, head of the federation's task force.

The Dunkel draft relies on international standards that are often weaker than American environmental and consumer laws, he noted. "This means that our own laws could be challenged as 'barriers to trade.' "

While no similar draft has been released on the NAFTA negotiations, Donahue said the labor movement is concerned that Bush's trade negotiators "will encourage greater capital outflows from the United States, bring about an increase in imports from Mexico and reduce domestic employment as the United States remains mired in a recession."

At the same time, there would be no effort to promote equitable economic development in Mexico or improving the standard of living of Mexican workers.

Donahue pointed to the highly visible damage to workers and the environment on both sides of the border from Mexico's so-called maquiladora program where pay scales are kept at poverty levels to attract U.S. manufacturers.

Donahue told the hearing panel that the AFL-CIO's apprehension over a NAFTA accord deepened as the involvement of U.S. maquiladora plant owners emerged in the arrest of Mexican union leader Agapito Gonzalez Cavazos soon after striking workers won a 25-percent pay increase.

Gonzalez was arrested on what were described as nearly three-year-old charges of tax evasion. When Gonzalez was arraigned some two weeks later, the judge dismissed the charges. Later that same day, the attorney general filed new tax evasion charges and again made Gonzalez a formal prisoner.

The real "crime" of Gonzalez and his members was to win improved wages and working conditions from U.S. companies in Matamoros, Donahue said. U.S. employers from the Maquiladora Association met with Mexican President Salinas immediately after Gonzalez's union conducted a series of strikes in winning a 25-percent increase at a number of plants.

In place of the GATT and NAFTA accords, Donahue said it would be better for Congress to adopt an agenda of labor-backed measures:

- H.R. 4100, the Trade Enhancement Act of 1992, which addresses bilateral trade problems with Japan, especially in automotive products.
- H.R. 3702, which would extend and enhance the Super 301 provisions of the 1988 Trade Act to remedy unfair trading practices.
- H.R. 3878, the American Jobs Protection Act, which would provide assistance to workers displaced by companies that move production out of the United States.
- House Concurrent Resolution 246, calling for the rejection of any trade agreement that would jeopardize U.S. health, safety, labor and environmental laws.
- Extension, improvement and funding of Trade Adjustment Assistance to provide equitable compensation and training to workers who fall victim to foreign trade expansion.

# Farmers, labor plot similar policy courses

**Des Moines, Iowa**

Family farmers and trade unionists continue to share a common agenda this election year to steer the nation toward solid economic recovery and essential social reforms, AFL-CIO President Lane Kirkland told the National Farmers Union convention.

Citing the devastating impact of the lingering economic disruption on urban factory workers and the agricultural community, Kirkland traced the problems to the conduct of the Bush and Reagan administrations.

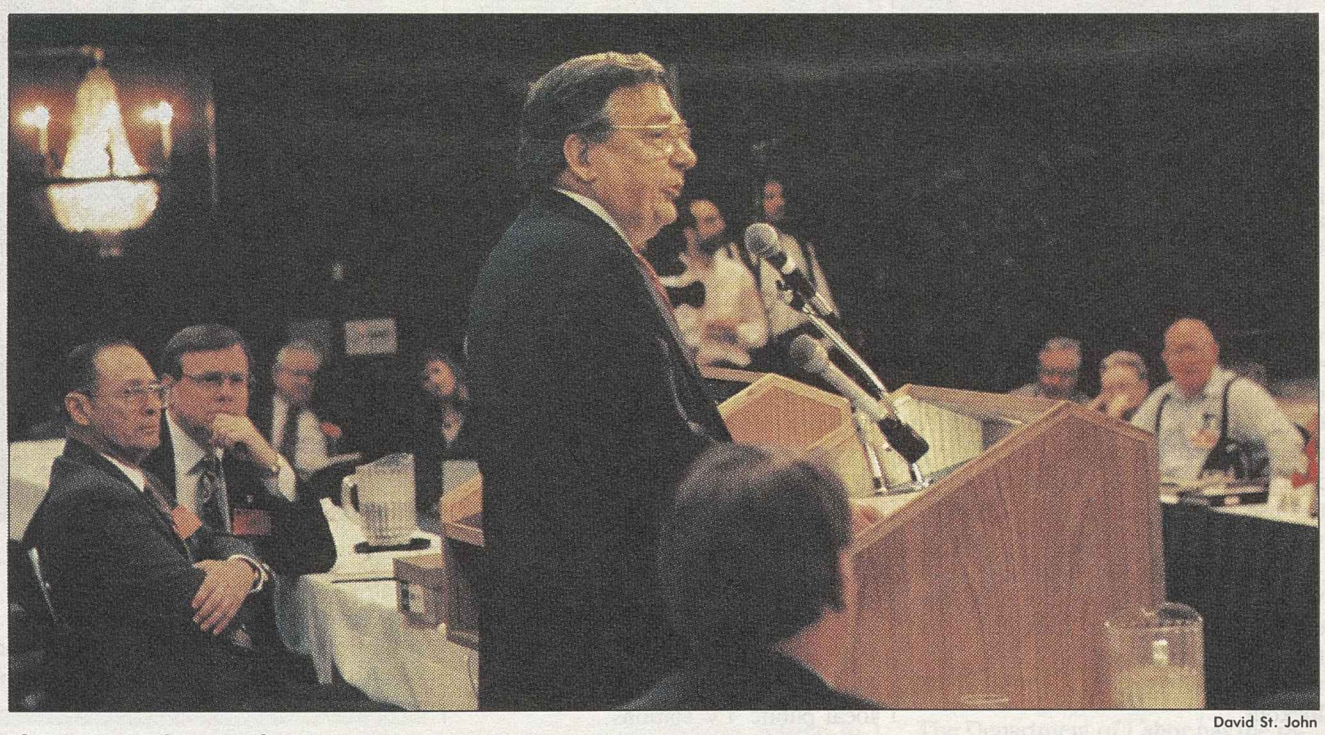
"Our alliance is especially important at a time when a deep recession — the product of nearly 12 years of misguided economic and trade policies — is disrupting the lives of working families everywhere," he said in addressing the NFU's 90th anniversary convention.

After ignoring the faltering economy for a year-and-a-half, President Bush did nothing more than offer a warmed-over version of supply-side, Reagan-era platitudes, Kirkland said.

"Give this president a recession, and the only thing he can do is use it for an excuse to cut capital gains taxes on the rich," Kirkland stressed. "The country needs beef, and he offers us nothing but sushi and rice."

Not only has Bush failed on his promise to create 30 million new jobs, the nation is losing thousands of jobs each week in the longest recession since the 1930s, Kirkland pointed out.

He underscored the need for Congress to enact labor's call for an immediate economic stimulus program equal to 1 percent of the gross national product, or about $60 billion, to rebuild the country's sagging infrastructure — roads, bridges, airports, housing and schools.



David St. John

**The nation needs new policies** to save jobs and farms, AFL-CIO President Lane Kirkland tells the National Farmers Union. In the background are Michigan NFU official Carl McIlvain and NFU President LeLand Swenson.

"Our plan would put the money directly into the economy, thereby creating hundreds of thousands of jobs — not only in construction, but in a variety of other industries from mining to manufacturing," Kirkland said.

He stressed the need for a further extension of unemployment benefits for workers trapped in the Bush recession, health care reforms to guarantee every American access to basic medical services, as well as trade policies to help preserve the nation's industrial and agricultural base.

"For the last three years, George Bush has spoken through vetoes and threats of vetoes," Kirkland said. "Now, at last, it is the people's turn to speak.

"Our challenge is to help them cut through election-year blather and smokescreens that reduce serious agricultural and labor issues to little more than photo opportunities in barns, beanfields, brickyards and beer halls."

Resolutions adopted by NFU convention delegates closely parallel those of the AFL-CIO in such areas as jobs and education, health care, economic stimulation, housing, the infrastructure, environmental protection and trade.

"Although the Farmers Union's major objective has always been to better the quality of life of rural Americans, we recognize that the state of the U.S. economy today affects us all," the NFU declared in its Economic Recovery Package resolution.

"Consumers whose buying power erodes cannot purchase our products; the need for health care reform and an energy strategy is not limited to a single sector of the economy; and the scourge of hunger and homelessness in our country should be a concern to all Americans."

The NFU position on trade calls for rejection of the Dunkel draft in the Uruguay Round of the multinational talks and tabling negotiations on the North American Free Trade Agreement "until full environmental and economic impact statements have been published and widely debated."

# A moment of silence in the workplace. A campaign for change.

Trade unionists have added incentive for this year's AFL-CIO Workers Memorial Day because comprehensive legislative reform proposals are pending in both the House and the Senate.

Since the fourth annual event falls on a workday — Tuesday, April 28 — workers are being urged to observe a nationwide moment of silence at 2 p.m. local time. This year's activities also include a postcard campaign to members of Congress, urging passage of the legislation, S. 1622 and H.R. 3160.

"We are urging unions to participate in the nationwide moment of silence at 2 p.m. on April 28 and the postcard signing to call attention to the need for the right to act on job safety, a primary goal in the reform legislation," said Peg Seminario, director of the AFL-CIO Department of Occupational Safety and Health.

April 28 is the anniversary of the 1971 effective date of the Occupational Safety and Health Act, which has remained unchanged in 21 years despite the transformation of the workplace. Workers Memorial Day activities and events last year were held at more than 200 sites around the country. The Canadian Labour Congress (CLC) organizes similar activities on the same day in Canada.

To honor fallen workers, union activity in the past has included the listing of workers killed in the workplace, Seminario noted. The names of fallen workers have been read at memorial services or engraved on permanent memorials.

Unions may obtain names of persons injured or killed on the job from their employers, personal injury or workers' compensation attorneys, state workers' compensation records, and federal or state job health and safety agencies.

Trade unionists also are urged to sponsor marches, rallies, public meetings, to introduce proclamations and to conduct workplace safety and health inspections.

The message after 21 years of weak enforcement of the outdated OSHA law is "Safe Jobs Now." That message is being taken by workers and their unions before congressional hearings on the proposed legislation, and now will be elevated into the public consciousness nationwide.

Workers Memorial Day also will call attention to the fact that construction is one of the most dangerous U.S. industries. Each year more than 2,100 workers are killed on the job and another 630,000 injured.

The AFL-CIO is supporting the Construction Safety, Health and Education Improvement Act (H.R. 1063 and S.673), which includes the establishment of contractor safety and health programs, a system of oversight and coordination on multi-employer construction projects, training and education of employees, and a new OSHA Office of Construction Safety, Health and Education.

Trade unionists will have an opportunity to deliver their message personally to their congressional representatives, since Congress will be in recess the week before Workers Memorial Day, Seminario said.

While the promise of the 1971 OSHA law was the right to safe jobs, the reality of the situation was revealed dramatically last September, when a fire at a Hamlet, N.C., poultry processing plant killed 25 workers. This Workers Memorial Day, trade unionists are demanding "No More Hamlets."

Toxic substances, explosions, and other hazards injure more than 20,000 workers each day. More than 100,000 Americans die from job related injuries and diseases each year, according to the Bureau of Labor Statistics.

A key to "safe jobs now" is the active participation of workers in workplace safety. The Occupational Safety and Health Reform legislation requires employers to establish safety and health programs and joint safety and health committees. It also extends coverage to all workers, including public employees, and grants workers the right to refuse unsafe work.

# Safe Job

# Workers Memorial Day

## April 28, 1992

® ALLIED PRINTING TRADES UNION LABEL COUNCIL WASHINGTON 3

# os NOW

AFL-CIO

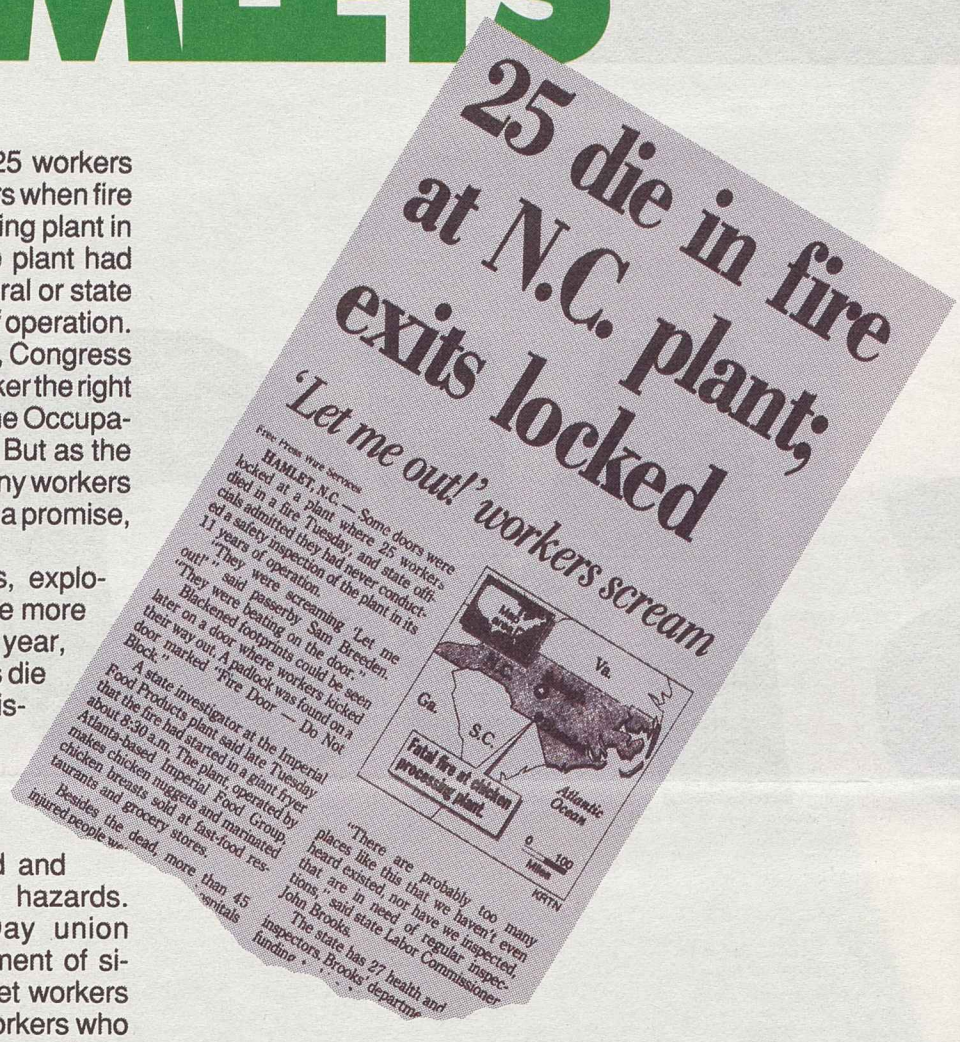
# NO MORE HAMLETS

The day after Labor Day, 25 workers were killed behind locked doors when fire broke out at a poultry processing plant in Hamlet, North Carolina. The plant had never been inspected by federal or state safety officials in its 11 years of operation.

More than twenty years ago, Congress promised every American worker the right to a safe job when it enacted the Occupational Safety and Health Act. But as the Hamlet tragedy shows, for many workers the right to a safe job is still just a promise, not a reality.

Each day toxic substances, explosions, and other hazards injure more than 20,000 workers. Each year, more than 100,000 Americans die from job related injuries and diseases.

On April 28, the unions of the AFL-CIO observe Workers Memorial Day to remember those who have suffered and died because of workplace hazards. This Workers Memorial Day union members will observe a moment of silence in memory of the Hamlet workers and the thousands of other workers who were killed on the job. And we will demand passage of legislation to strengthen the Occupational Safety and Health Act to prevent horrors like Hamlet from ever happening again.



25 die in fire at N.C. plant; exits locked

'Let me out!' workers scream

Free Press wire services

HAMLET, N.C. — Some doors were locked at a plant where 25 workers died in a fire Tuesday, and state officials admitted they had never conducted a safety inspection of the plant in its 11 years of operation.

"They were screaming 'Let me out!'," said passerby Sam Breeden. "They were beating on the door."

Blackened footprints could be seen later on a door where workers kicked their way out. A padlock was found on a door marked "Fire Door — Do Not Block."

A state investigator at the Imperial Food Products plant said late Tuesday that the fire had started in a giant fryer about 8:30 a.m. The plant, operated by Atlanta-based Imperial Food Group, makes chicken nuggets and marinated chicken breasts sold at fast-food restaurants and grocery stores.

Besides the dead, more than 45 injured people we... hospitals

"There are probably too many places like this that we haven't even heard existed, nor have we inspected, that are in need of regular inspections," said state Labor Commissioner John Brooks.

The state has 27 health and inspectors. Brooks' departm... funding ...

Va.
Ga.
S.C.
Atlantic Ocean
Fatal fire at chicken processing plant.
0 100 Miles
KRTN

**Observe Workers Memorial Day**
April 28, 1992

**OSHA Reform NOW**

## Information kits available

Information kits for Workers Memorial Day, which include postcards, stickers, a poster, camera-ready ads and fact sheets, are available for $2.50 each from the AFL-CIO Department of Reproduction and Mailing, Room 209, 815 16th Street N.W., Washington, D.C. 20006. For general information regarding events scheduled for April 28, Workers Memorial Day, contact the AFL-CIO Department of Occupational Safety and Health, 202/637-5366.

# UNION NEWS

## UNION-MADE APPLIANCES

| UNION | COMPANY | ITEM |
|---|---|---|
| ABG | Metal Ware Corp. | Newco Supreme and Open Country Camp |
| | General Housewares | Miscellaneous |
| | Leyse. Toroware. Levson (Vollrath) | Stainless steel pots and pans |
| AIW | Regal Ware | Cookware |
| | West Bend Corp.; Foley Co. (Div. of Newell Co.) | Miscellaneous |
| Flint Glass Workers | Al/Sy of Pennsylvania Inc.; Cycle II Corp.; Peltier Glass Co.; Pilgrim Glass Corp.; Anchor Hocking/Phoenix Glass; GTE Products Corp.; L.E. Smith Glass; The Beaumont Co.; Behrenberg Glass Co.; Davis Lynch Glass Co.; The Fenton Art Glass Co.; Gillinder Brothers, Inc.; Holophane Co., Inc.; Jeannette Shade & Novelty Co.; Kopp Glass, Inc.; Lancaster Colony Corp.; Sinclair Glass Co.; Sloan Glass, Inc.; Southwestern Glass Co., Inc.; Lenox | Lamps and Accessories |
| IAM | Amana | Microwave |
| | Metal Ware Corp.; Rival Manufacturing Co.; Sunbeam-Oster Co. | Electric housewares and fans |
| | Swing-a-Way Manufacturing; Rival Manufacturing Co. | Can openers, knife sharpeners, blankets |
| | Peerless-Premier Appliance Co. | Gas ranges, oven burners |
| | Thermos Co. | Grills, braziers, barbecuers |
| | Frigidaire Co., Maytag Corp. | Household refrigerators, home and farm freezers |
| | Amana Refrigeration Inc.; General Electric Co.; General Electric (toolroom); WCI Manufacturing LTD | Household refrigerators |
| | General Electric Co.; Whirlpool Corp. | Washers and dryers |
| | General Electric Co. | Dishwashing machines |
| | Fischbein; Dave Co. | Sewing machines |
| | Lasko Metal Products, Inc. | Fans (except industrial) |
| | Masco Building Products Corp. | Toasters, waffle heaters, etc. |
| | Kromet Handles Limited | Parts and attachments for electric housewares |
| | National Union Electric Corp. | Household vacuum cleaners |
| IBEW | Sharp | Microwave |
| | Hoover | Vacuums |
| | Presto | Pressure cookers |
| | General Electric | Side-by-side refrigerators |
| IBT | Mister Coffee | Coffee makers, iced tea pot |
| | Marvel Industries | Compact refrigerators, freezers and ice makers |
| | Black & Decker Corp. | Coffee makers, tools and accessories, food mixers and blenders, hand-held vacuums |
| | Caloric Corp. | Gas and electric appliances |
| | Farberware | Cookware |
| | General Electric | Dishwashers, heating units |
| | Magic Chef Inc. | Heating and air-conditioning equipment, refrigerators |
| | Maytag Co. | Washers and dryers, dishwashers |
| | Norelco Consumer Products | Beverage makers, electric shavers, coffee makers, kitchen appliances |
| | Thermador/Waste King | Barbecue grills, dishwashers, disposals, ceiling and exhaust fans |
| | Welbilt Corp. | Range hoods, gas and electric ranges, microwaves, air-conditioners |
| | White Consolidated Ind. | Air-conditioners, ranges and ovens, washers and dryers |
| IUE | GE Appliance - Louisville | Washer, dryers, dishwashers, freezers, ice makers, refrigerators, |
| | Emerson Quiet Cool | Room air conditioners |
| | Whirlpool, Kenmore - Evansville, Ind. | Refrigerators, ice makers |
| UAW | NuTone | Blenders |
| USWA | Lasko Metal Products | Electric fans |
| | Echo Co. | Cookware |
| | Camillus Co., Utica Co. | Cutlery |
| | General Housewares | Pots and pans |

# Private prison industry harms workers, inmates in for-profit schemes

By Muriel H. Cooper

State AFL-CIOs are stepping up efforts to thwart the exploitation of cheap prison labor by U.S. corporations, a growing trend that is taking jobs away at a time when unemployment is rampant outside the prison gates.

Prisoners around the country are producing everything from automobile wiper and lighting switches to telemarketing research on grocery shopping habits. Many are being paid less than half the minimum wage standard and 20 percent to 30 percent of what private companies pay their own workers.

In Ohio, Weastec uses low-paid prison inmates from the Ross Correctional Institution to assemble car wipers and lighting switches used in Honda Accords. The company claims that it would ship the jobs overseas if it could not use the prisoners to assemble the parts.

"Ohio has lost 256,000 manufacturing jobs in the last few years," said Kent Darr of the Ohio AFL-CIO. "A lot of these jobs are going to cheap labor states or Mexico. We don't need another source of cheap labor within our state."

With the prison population going up seven times faster than the birthrate in the United States, the prison labor threat is likely to mushroom.

Since 1984, the AFL-CIO has charged that the Bureau of Prisons has not enforced prevailing wage laws, which require that convict labor receive wages not less than that paid for similar work in the locality. While the AFL-CIO endorses prisoners working as part of skills-training programs, the federation disagrees with the way many of the programs are conducted.

"Badly conceived programs often provide unfair competition and take jobs from the general population," the Executive Council said in February 1991. "It is outrageous to deliberately encourage prison labor that leads to job loss in the larger economy."

The AFL-CIO has urged that prison labor programs consider the reasons for the growing crime rate, the operational and rehabilitation process in the penal systems and the evaluation of the use prison labor.

Thus, the federation supports prison labor programs that:

- Provide training for work likely to be available to prisoners after their release.
- Produce goods and services that are exclusively for government use.
- Pay wages that are no less than the prevailing wage for similar work in the private sector, with appropriate reductions for taxes, restitution, etc.
- Prohibit the use of prison labor to replace strikers or provide services that may prolong a strike.
- Prohibit the displacement of existing jobs by prison labor.

New York legislators are considering measures to regulate the use of prison labor because of concerns that prisoners are taking away jobs in the construction industry, which has been severely hit during the current recession.

> *"Ohio has lost 256,000 manufacturing jobs in the last few years. A lot of these jobs go to cheap labor states or Mexico. We don't need another source of cheap labor within our state."*
>
> —Kent Darr
> Ohio AFL-CIO

"While it is important to provide meaningful work for inmates, we cannot do it at the expense of workers who are not incarcerated," said Assemblyman Frank Barbaro (D), chairman of the Assembly Labor Committee.

California, where for years prisoners produced goods exclusively for local and state government use, now is dealing with the effects of the 1990 Proposition 139, which allowed 21 California prisons to enter into joint-venture operations with regional firms.

In return, the private sector received corporate tax credits, below-market-rate leases and cheap labor. In effect, this creates an "unfair competitive advantage" in the marketplace, the California AFL-CIO has argued.

A coalition of law enforcement, labor, business and civic organizations argued that Proposition 139 would not only cost jobs, but might also mean that prisoners would be used as strikebreakers, citing a 1985 strike by workers at a major airline.

"(California Youth Authority) inmates took over and handled airline reservations, freeing up other personnel to take strikers' jobs," the coalition said. "An employer anticipating difficult contract negotiations could establish a prison worksite, thereby weakening the bargaining strength of union workers."

Nebraska is one of 15 states that use inmates to set up and work profitable telemarketing centers. About 40 inmates from the maximum security Washington State Reformatory construct everything from ski parkas to swimwear, products sold in department and specialty stores.

Florida is among the states that prohibits prisoners from working for profit. A state law stipulates that prisoners cannot produce more than 10 percent of a product for an industry involved in the public sector. The law also requires that prisoner-made products be used only for government consumption.

"We've had the program more than 10 years and it has done well," said Florida AFL-CIO President Daniel Miller, who is a member of the state prison industry board.

# UMW presses Congress on health care promise

By James B. Parks

More than 1,400 retired and active Mine Workers from 10 states came to Washington on what is literally a life-or-death mission: to save the health care benefits promised to retired miners and their families.

"We're here to talk about the promise of lifetime medical benefits," Mine Workers President Richard Trumka told the miners during a Capitol Hill rally. He said the miners spent "their entire working lives breaking their backs and rotting their lungs — with little else to look forward to but a promise that when they retired they and their wives wouldn't have to worry."

But that promise made in a 1946 agreement between then-President Truman and the Mine Workers, is in jeopardy. Fewer coal companies are left to pay into the health care trust funds, according to Joe Brennan, president of the Bituminous Coal Operators Association, "because so many companies have gone out of business and others have simply abandoned payments for their former employees."

The UMWA and the BCOA have formed the Coal Industry Health Protection Coalition to push legislation introduced by Sen. John D. "Jay" Rockefeller IV (D-W.Va.) and Rep. John Murtha (D-Pa.). Based on recommendations from a commission appointed by then-Labor Secretary Elizabeth Dole, the bills would replace the current benefit trust funds with a new benefit fund financed by an industrywide fee. The legislation was incorporated into the tax bill being considered by the Senate last week.

After another rally at the Labor Department, the miners lobbied senators in support of the bill. The bills face stiff opposition from the Bush administration and the non-union coal companies.

Rockefeller declared that the "fight is just beginning," and that all the miners are asking for is fairness. "If you survive 30 or 40 years in the mines, if you avoid cave-ins and fires and explosions, your health is still threatened.

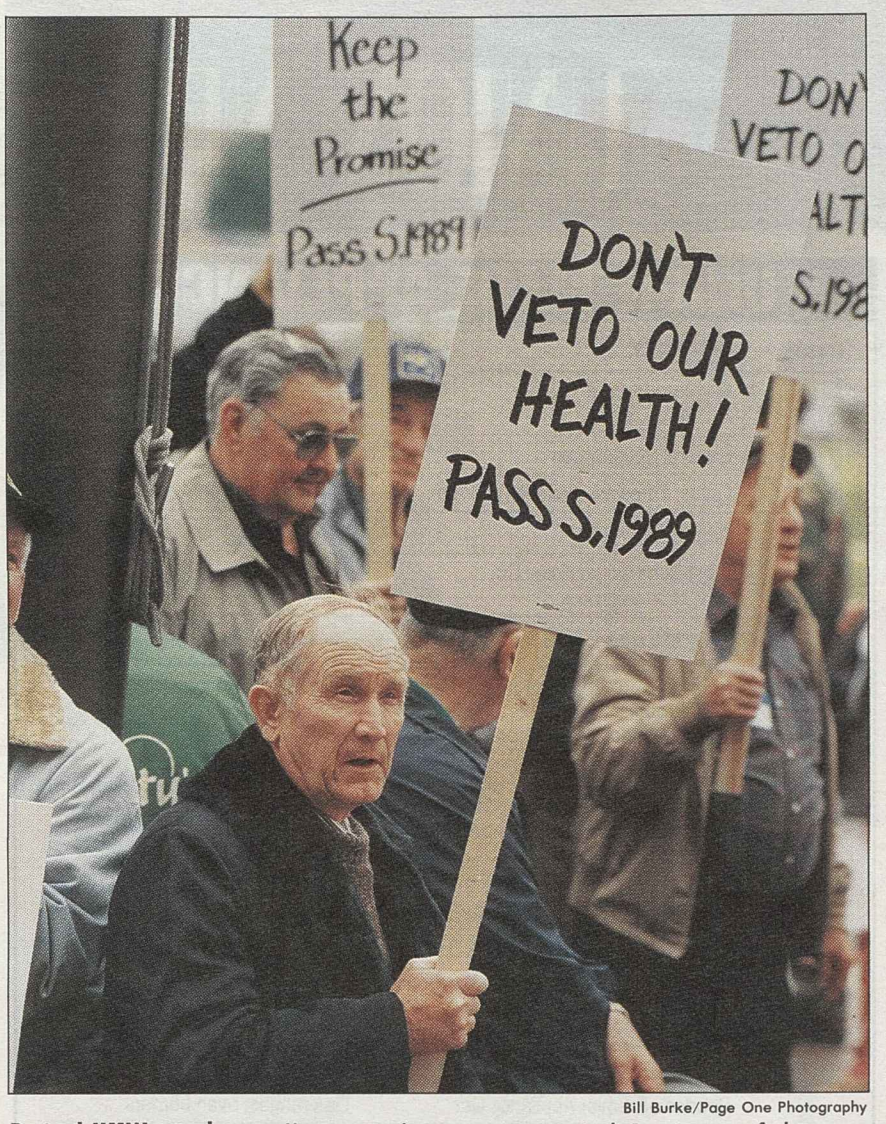
"You miners retire knowing your years in the coalfields have probably damaged your lungs, your back, your heart," he said. "There isn't a tougher or more dangerous job in America than tunneling under the earth for the mineral that fires factories and fuels utilities across the country."

He said that all the miners ask in return is a square deal and to be treated with respect, to have contracts negotiated in good faith and that "bargains made are bargains kept."

Trumka stressed that "we're not here looking for a handout. We're not asking for charity. And we don't want one nickel in tax dollars. What we want is for this government to stand by its word. What we want is for the American coal industry to keep its promises."

Rockefeller warned that if the trust funds are not fixed now, the benefits could be blown away like dust by next year.

The 1991 AFL-CIO convention called for Congress to act to save the fund by approving the Dole commission recommendations. "We cannot allow this historic health care commitment to retired miners to collapse," the resolution said.




Bill Burke/Page One Photography

**Retired UMW members** rally in Washington to remind Congress of the promise to save the health care benefits of retired miners and their families.

The UMWA Health and Retirement Funds, jointly administered by union and coal industry management trustees, threatened to stop payments to 120,000 retired miners and their dependents unless employers increase contributions to the funds by 100 percent. Currently, the combined deficit of the two funds is $100 million and is projected to reach $200 million next year.

U.S. District Judge Glenn Williams issued a temporary injunction until today that prevents the trustees from terminating benefits. A hearing is scheduled for March 16 on the issue.

Other speakers included Sens. Harris Wofford (D-Pa.) and Edward M. Kennedy (D-Mass.).

# Support group brings new self-help effort

## Asian Pacific American Labor Alliance

The founding convention of the AFL-CIO Asian Pacific American Labor Alliance, set for Washington's Hyatt Regency Capitol Hill April 30 through May 2, will launch an action vehicle for self-help for one of the fastest growing segments of the U.S. population.

The new labor support group comes none too soon for Asian-American workers like those at the Highland Yarn Mills in High Point, N.C., where an "insensitive and hostile" management has been using cultural and language barriers in an effort to decertify the 50-year-old Clothing and Textile Workers local, said Joe Alvarez, manager of ACTWU's Central North Carolina District.

"Although the union and a democratic form of government are new to our immigrant work force, we are making enormous headway through bilingual communication, support from the community, and showing them that they have rights as workers," Alvarez said.

Alvarez predicted that the newly formed APALA "can help us establish good communication and make some headway in stopping assaults against Asian-American workers."

Asian Pacific Americans comprise one-third of the total work force at the plant, according to the union. Managers are not bilingual and have made no attempt to break communication barriers.

Created by the federation's Executive Council in February 1991, APALA aims to promote greater participation of Asian-Pacific-Americans in the trade union movement at the national, state, and local levels.

"The creation of this new labor support organization for Asian-Pacific-Americans represents a landmark in the history of the nation and organized labor," said AFL-CIO President Lane Kirkland.

Highlights of the convention include election of officers, ratification of APALA's constitution and bylaws, and discussion of key issues, including leadership development for Asian-Pacific-American trade unionists and efforts to organize the Asian-Pacific-American work force.

Ladies' Garment Workers President Jay Mazur and Sen. Daniel Inouye (D-Hawaii) are among the speakers. A Friday evening banquet will honor several Asian-Pacific-Americans for their lifetime achievements as trade unionists and community role models.

More than 200 delegates have registered for the convention thus far, but Kate Quan, chair of the APALA steering committee, predicted many more will register since "we are witnessing enormous increases in union activities in Asian-American communities throughout the country."

Nationally, the Asian population grew from 3.5 million in the 1980 census to more than 7 million in 1990, just under 3 percent of the U.S. population. However, a change in the way the 1990 census questionnaire identifies "other" races distorts comparions between 1990 and 1980 census data.

Americans from backgrounds as diverse as the Philippines, Vietnam, China, Korea, Japan, Taiwan, Cambodia, India and Laos are all classified as Asian-American. As of 1990, nearly two out of five — 39 percent — of the nation's Asians were living in California.

Asian-American trade unionists from AFL-CIO affiliated national and international unions, state and local AFL-CIOs, and national AFL-CIO trade and industrial union departments and their respective local councils are urged to serve as delegates to this founding convention, Quan said.

Request for delegate credentials should be directed to Tony Sarmiento at the AFL-CIO Department of Education at 202/637-5144.

# Minnesota judge upholds striker replacement ban

While unionists and their allies are gathering support in the U.S. Senate for S.55, the Workplace Fairness bill, the national campaign for fairness got a boost at the state level from the reasoning of a Minnesota judge.

In upholding a state law that bans "permanent" replacements for striking workers, Minnesota District Court Judge Lawrence D. Cohen found that the new law promotes peaceful settlements of labor disputes.

"It's a big one for us," said Harold Yates, president of the Teamsters local involved in the case the employers chose to challenge in court. "It sends a message to employers that they have to sit down and negotiate and not walk in with their minds made up that they are going to fire everyone and replace them."

Employers who set out with no intention of bargaining but plan instead to force a strike and bust the union have used the "permanent replacement" loophole in federal labor law increasingly in recent years. The federal law says you can't be fired for exercising your legal right to strike, but the Supreme Court found in 1938 that you can be "permanently replaced."

The Minnesota court said that the law is not pre-empted by current federal labor law because the state has a legitimate interest in picket line safety. However, if the Workplace Fairness bill becomes law, it would take precedence over state laws.

# Saipan crackdown shows need for tougher trade pacts

A Labor Department crackdown on sweatshops in the Western Pacific, which shipped "Made in U.S.A." goods to the mainland, points up the need for strong labor standards in U.S. trade pacts, Clothing and Textile Workers President Jack Sheinkman said.

This kind of exploitation "goes on worldwide," he said.

The U.S. District Court in Saipan ruled that five manufacturers violated U.S. wage and hour laws. Saipan is in the Mariana Islands and is a U.S. possession governed by U.S. labor law.

Under the law, the Labor Department may seek treble damages against employers who discriminate against or fire workers who complain about substandard conditions. Employers would be required to pay three times the amount they owe to employees.

The ruling may serve as a good "public relations gimmick for the Labor Department," but it's not going to do much to help other Chinese immigrants who work under sweatshop conditions in Saipan because they will be afraid to speak up, said Max Zimny, general counsel for the Ladies' Garment Workers.

A more effective means of controlling garment contractors in Saipan "would be a hot cargo method — stopping the export of goods from the violating employer — until he pays up," Zimny said.

The action arose from a series of investigations conducted by the Labor Department's Wage and Hour Division from 1990 to 1992. The Saipan-based garment manufacturers, controlled by the Tan family, allegedly employed Chinese contract workers at substandard wages to make "Made in U.S.A." products for American consumers.

Investigators said that in November 1990, many of these workers were bullied into returning some $3 million in payroll checks to their employers. The department alleged that workers who refused to return their checks were fired and sent back to mainland China.

Labor Secretary Lynn Martin said the ruling "gives us another avenue when we seek to redress the more egregious conduct of some employers toward their workers."

The Labor Department "will not tolerate an abuse of our wage standards anywhere we have jurisdiction because ultimately it undercuts all our efforts to create decent jobs," Martin said.

But the problem, according to Zimny, is that the Labor Department's action does nothing to encourage workers at other factories to speak up.

"You're dealing with a mostly immigrant population that's glad to get any kind of work they can," he said of the Chinese contract workers. "Very few of them are going to complain.

Workers in Saipan are given the same national wage and hour law protections as workers in the United States, except that their minimum wage hourly rate of $2.15 is set by the Commonwealth government.

The Labor Department said the hourly rates for these Chinese workers ranged from $1.63 to $1.75 or less. They worked on their machines an average of 11 hours a day, Monday through Saturday, and 8.5 hours on Sunday. They received no overtime pay.

The department had filed suit against the manufacturers in July 1991, seeking an estimated $10 million in back wages for 1,350 contract employees. It alleged that these work and pay practices had been in existence at the factories for almost three years.

Zimny doubted that the Labor Dept. would be able to collect $10 million from "an ad-hoc grouping of contractors in Saipan," which are probably underfunded and would not be able to pay back the money in the first place.

**— Press Associates**

**Several Eastern European** trade union leaders discuss international labor issues with Paul Somogyi (right), executive director of the AFL-CIO Free Trade Union Institute. Shown at the meeting in the federation's headquarters are (from left): Konstantin Trenchev, president of the Bulgarian Confederation of Labor; Eugenia Kosseva of Bulgaria; Stacey Heath of FTUI; Sokol Muca, an interpreter; and Valer Xheka, president of the Albanian Confederation of Independent Trade Unions. The group was in the United States for a week-long series of meetings prior to attending the International Confederation of Free Trade Unions World Congress, which begins this week in Caracas. Also participating in the various meetings were ICFTU President John Vanderveken; Roman Kovac, president of the Czech and Slovak Confederation of Trade Unions; Marian Krzaklewski, president of the Polish Solidarnosc; John Evans, general secretary of the Trade Union Advisory Committee to the Organization for Economic Cooperation and Development; Andras Korossy and Csaba Ory, both vice presidents of Hungary's LIGA; Imre Palkovics, president of the Workers' Councils of Hungary and Miron Mitrea, coordinator of Romania's Independent Trade Unions Confederation.

# Supreme Court backs workers on injury law

Michigan workers injured before March 31, 1982, could receive as much as $25 million in additional benefits following a U.S. Supreme Court rejection of a bid by two big automakers to invalidate amendments to the state's workers' compensation law.

The court ruled unanimously in General Motors Corp. vs. Romein that the Michigan legislature did not violate the employer rights of Ford Motor Co. and GM when it voted in 1987 to retroactively raise the benefits payable to injured workers.

Writing for the court, Justice Sandra Day O'Connor suggested the companies were trying to use the courts to settle a political fight they had lost. "Having now lost the battle in the Michigan legislature, petitioners wished to continue the war in court. Losing a political skirmish, however, in itself creates no ground for constitutional relief," she wrote.

In 1981, during the hard economic times of the Reagan recession, the Michigan legislature adopted a coordination of benefits amendment to its workers' compensation laws that allowed employers to offset benefits by the amount the injured worker was receiving in other disability pay from Social Security, pensions or other programs.

The state courts ruled the principle applied to all workers' compensation benefits payable after March 31, 1982 — the effective date of the amendment — regardless of when the injury occurred. GM and Ford, in practice, applied the principle to workers injured before March 1982.

When the economy improved in 1987, the legislature passed a bill removing workers injured before March 31, 1982 from the coordination of benefits and requiring their employers to refund to the injured employees the workers' compensation monies due them that was withheld between 1982 and 1987.

Claiming it would cost about $25 million, Ford and GM filed suit, contending that the reversal of policy violated the due process and contracts clauses of the U.S. Constitution. Michigan's courts as well as the Supreme Court rejected that argument.

# Union vows to organize Silicon Valley

**Continued from Page 1**

However, the union will negotiate a "phase-in" into the master contract because the wages of the Shine janitors are "way under" the master agreement, said Mike Garcia, president of SEIU Local 1877.

Starting pay for janitors who work for Shine is $5.25, compared with an average of $6.50 an hour for union janitors, SEIU said. For some of the janitors, existing benefits will now be guaranteed under the contract. Those benefits came because the contractor sought to "beat us off" by instituting unilateral changes in a number of fringe benefits, Garcia said.

Shine employees now receive employer-paid health insurance for both employees and dependents, he said, because Apple stipulated when it bid the contracts last December that funding be included for full health insurance coverage for workers and their dependents.

SEIU Local 1877 member Oscar Posada described how he was "fired during the union campaign after I stood up against their low wages, benefits, and working with chemicals without protection. Since then, I was rehired because of the union and I also have better wages and seniority."

The parties have agreed to either drop or settle other charges, including claims against the company of sexual harassment, wage and hour violations, and safety and health violations.

Apple was one of the largest Silicon Valley companies using non-union contractors. Because Apple had an otherwise good reputation, the union sought to call attention to the mistreatment of its janitors at every opportunity, including unfurling a union banner in the middle of a speech by Apple President and CEO John Sculley at an international computer show.

While some companies spend millions on union-busting, Shine cut its losses early. During the campaign, Shine reduced its staff by 50 percent, lost almost half of its revenue because other clients were uncomfortable with Shine's labor record and absorbed more than $230,000 in legal bills, SEIU said.

Apple joins a growing list of high-tech companies in Silicon Valley now using union contractors, including IBM, Signetics, Sun Microsystems, Amdahl, Rolm, General Electric, Seagate, Tandem, and National Semiconductor.

"We will now concentrate our efforts on other non-union contractors who continue to pay poverty wages and provide little or no health insurance benefits for workers cleaning companies like Hewlett-Packard and Unisys," Garcia said.

# ECONOMY

## Jobless rate hits 7.3% to dim economic outlook

By John R. Oravec

Any hopes for a long-awaited economic recovery were dashed with the report that the nation's unemployment rate rose to 7.3 percent in February, the highest level since the mid-1980s.

The number of jobless workers increased by 315,000 to 9.2 million as the rate climbed from 7.1 percent in January, the Bureau of Labor Statistics reported. Since the start of the Bush recession in July 1990, unemployment rolls have risen by 2.8 million workers to push up the jobless rate 1.9 percentage points.

"The February jump in the unemployment rate is further evidence that the recession is not going to go away by itself," AFL-CIO President Lane Kirkland said. "What the country needs is jobs — not tax breaks for the wealthy.

"In the absence of leadership from the White House, Congress should get moving to put Americans to work rebuilding the nation's sagging infrastructure," Kirkland said.

The figures don't tell the whole story. More than a million other Americans who have given up the futile search for jobs are not counted as unemployed by BLS, while 6.5 million in part-time jobs because they can't get full-time work are counted as employed.

AFL-CIO chief economist Rudy Oswald noted that 16.8 million persons were trapped in partial or total unemployment in February. And if the slow growth of the labor force is taken into account, "the true unemployment rate is 11.6 percent," Oswald said.

On a seasonally adjusted basis, the BLS establishment survey showed that employers in private industry increased payrolls in February by 136,000 to 90.4 million. Yet, in actual numbers, payrolls declined by 11,000 over the month to 88.8 million. The household survey found that total jobs slipped by 74,000 to 117 million.

"Despite President Bush's promise to create 30 million new jobs, the number of people working has declined by 299,000 since he took office," Kirkland said. "So he now owes us 30,299,000 jobs, and the ones his policies are creating in Mexico and China don't count."

A close look at the BLS data showed that unemployment was rising at a faster pace in key sectors of the economy.

For example, the rate jumped four-tenths of a point in construction to 17.4 percent; six-tenths of a point in manufacturing to 7.6 percent; 2.6 percentage points in mining to 8.9 percent, while sticking at 8.2 percent in wholesale and retail trade.

Pulled together, the jobless rate was 9.7 percent in the goods-producing industries and 6.7 percent in the service-producing sector.

Seasonally adjusted, manufacturing employment rose by 12,000 jobs, but without the return of 30,000 auto workers from temporary layoff, that number would have declined. Construction payrolls fell by 30,000 while service industries gained 47,000 jobs, including a 31,000 in health care payrolls.

Of the 10.2 million jobless in the actual count for unemployment insurance, 5.5 million were drawing benefits in February. That left 4.7 million locked out of the UI system.

Eight large states posted jobless rates higher than the national average. They are Michigan, 9 percent; New York, 8.9 percent; California, 8.7 percent; Florida, 8.6 percent; Illinois, 8.5 percent; New Jersey and Pennsylvania at 7.6 percent; and Massachusetts, 7.5 percent.

One bright spot in the BLS report was that the workweek expanded by 0.4 of a hour to 34.7 hours, after cutting work time 0.2 of an hour in January.

### 15,000 apply for 2 jobs

In San Francisco, the Public Utilities Commission was flooded with 15,000 requests for applications for a handful of maintenance jobs with the city-operated bus and trolley system. Officials said there were only two openings on the bus cleaning crew, and that possibly up to 30 slots may become available during the next four years. The starting pay for bus cleaners is about $480 a week.

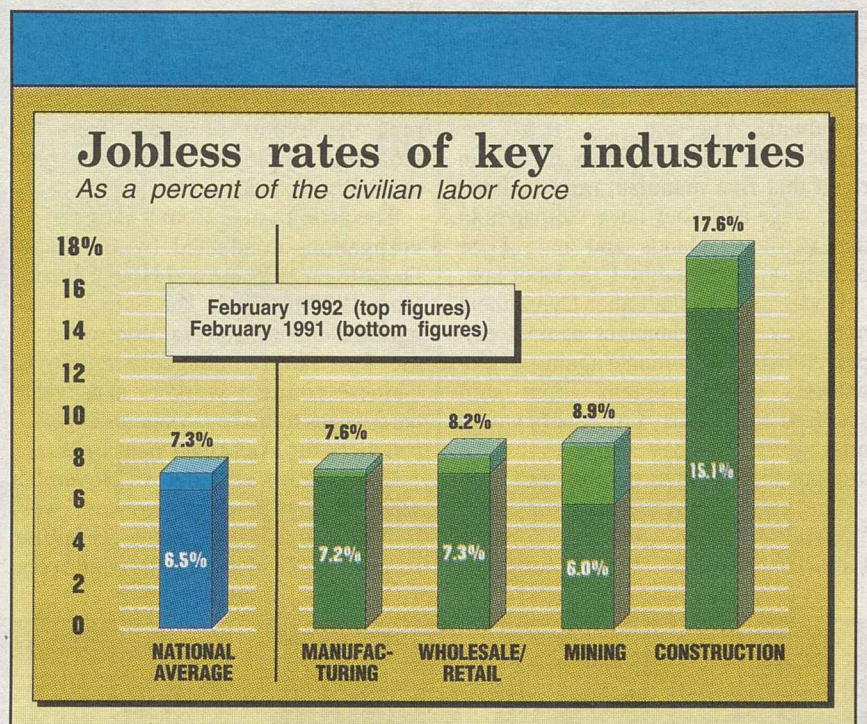
Meanwhile, the Michigan Department of Commerce warned that General Motors corp. might shut down several more plants in the state, wiping out an additional 13,000 jobs.

The alert came two weeks after GM listed 14 production and component plants that it plans to close by 1995 in several states and Canada to pare 74,000 jobs in a cost-cutting move. GM has opened 47 plants in Mexico in the "maquiladora" system.

Representatives of the UAW, Labor Department and GM met in Detroit to begin planning the coordination of support services for workers who will be affected by the shutdowns.

In Seattle, Boeing Co. issued notices to 2,438 more employees that they may be laid off within two months. Most of the affected workers are in Puget Sound plants. The remainder are in Portland, Ore., and Edwards Air Force Base in southern California.

The Seattle-based firm issued 4,200 warning notices last November and is expected to cut 8,000 jobs this year — 6,500 in Washington state and 1,500 at its Wichita, Kan., plant.




Jobless rates in key sectors of the economy again exceeded the national average of 7.3 percent in February and were notably higher over the year in manufacturing, wholesale and retail trade, mining and construction. Sectors posting jobless rates below the national average were transportation and public utilities, finance and service industries, and government workers.

| | |
|---|---|
| Unemployment Rate | 7.3% |
| February | +0.2% |
| From February 1991 | +0.8% |

| | |
|---|---|
| Total Unemployed | 10.2 million |
| UI Claimants | 5.5 million |
| Excluded from UI | 4.7 million |
| Initial UI Claims Week ended Feb. 22 | |
| Actual | 434,302 |
| Seasonally adjusted | 437,000 |
| Real GDP (annual rate) | $4,872 billion |
| 4th quarter, 1991 | +0.8% |
| Construction spending (annual rate) | $404 billion |
| January | +1.3% |

AFL-CIO NEWSGRAFIC

## Manufacturing workers lead U.S. advance in productivity

Factory workers continued to lead U.S. productivity growth as the manufacturing sector posted a 1.4 percent gain in 1991, compared with an 0.3 percent upturn for the entire non-farm business sector, the Bureau of Labor Statistics reported.

The pickup in productivity came even with the recession taking its toll on jobs and production: output slipped 1.6 percent while hours worked declined 1.8 percent for the broader economic sector. On top of that, the real hourly compensation of workers was down 0.2 percent last year as inflation wiped out their pay gains of 4 percent, BLS data showed.

By definition, productivity is the average output per hour of workers. During economic downturns, productivity often gains because fewer workers are employed to produce the goods.

But productivity in the manufacturing sector has grown in recent years even when overall U.S. productivity has slipped. Non-farm productivity increased each year from 1985 through 1988, while declining 0.9 percent in 1989 and 0.1 percent in 1990.

Even so, BLS data covering the period 1985-90 showed that U.S. workers were the most productive of any industrialized nation, out-pacing countries such as Japan, Germany, Sweden and Britain.

But based on international comparisons, U.S. manufacturing workers ranked 13th in wages and benefits at $14.77 an hour in 1990. Workers in five industrial nations — Norway, Germany, Sweden, Switzerland and Finland — were drawing more than $20 in hourly compensation. Workers in Japan ranked 15th at $12.64 an hour.

In the fourth quarter of 1991, revised BLS data showed, non-farm productivity increased at an annual rate of 1.7 percent, rather than 1.1 percent growth that was reported earlier.

Hourly compensation rose at an annual rate of just 2.7 percent, but declined 0.9 percent when adjusted for the rise in the consumer price index, BLS economists noted.

### Trade signal mixed

With consumption dampened by the Bush recession, the U.S. merchandise trade deficit in 1991 slid to the lowest level since the deep economic stagnation of 1982-83.

The Commerce Department reported that imports totaled $488.1 billion last year while exports amounted to $421.9 billion, resulting in a shortfall of $66.2 billion. The 1990 deficit was $101.7 billion.

Despite the improvement in the overall trade gap to $66.2 billion, the deficit in manufactured goods last year amounted to $67.2 billion with imports of $393.1 billion and exports of $325.9 billion.

Although the deficit narrowed over the year, the trade gap widened in December to $5.9 billion from $4.2 billion in November.

The trade deficit with Japan widened by $2.3 billion over the year to $43.4 billion in 1991, while shrinking with the OPEC nations from $24.3 billion in 1990 to $13.7 billion last year. The deficit with China increased to $12.7 billion from $10.4 billion.

Meanwhile, the United States rang up a surplus of $16.1 billion in trade with Western Europe — a pick up of $12.1 billion over the 1990 surplus.

### Sluggish economy

The U.S. economy contracted 0.7 percent in 1991 after barely nudging up at a 1 percent rate in 1990 and 2.5 percent in 1989, the Commerce Department reported.

And in the last three months of the year, the real gross domestic product — the nation's output of goods and services — advanced at an anemic annual rate of 0.8 percent.

## Newsmakers

The Marine Engineers national executive committee elected **Alexander Cullison** president to fill the unexpired four-year term of **C.E. DeFries,** who retired after submitting his resignation March 2. Cullison, who in late February was elected president of MEBA District 1, also has served as a vice president and COPE director of the Broward County AFL-CIO in Florida. DeFries, 64, has been president of MEBA since 1985 and earlier served as the union's secretary-treasurer for eight years.

**B.W. Hensley** has retired after 17 years as general representative of the AFL-CIO Metal Trades Department. Hensley, who comes out of the Machinists, had served as president of the Atomic Trades and Labor Council in Oak Ridge, Tenn., before joining the MTD staff in 1975. **Jerry Christean,** former president of the Pacific Coast Metal Trades Council, has been appointed to replace Hensley. Christean also served as an international representative of the Painters.

**Jack Hawkins** has been elected president of the Denver AFL-CIO. As a member of CWA 7777 since 1978, Hawkins has served as the COPE director of the Colorado AFL-CIO for the past year.

**Louis Parise** was elected president of the AFL-CIO Maritime Committee, replacing **Shannon J. Wall,** who retired. Parise, only the third president of the committee since 1938, is vice president of the Marine Engineers and executive vice president of MEBA District 1.

The Oil, Chemical and Atomic Workers have commissioned a new play about one of its most famous members, **Karen Silkwood.** "The Half-Life of Karen Silkwood," written by Denver playwright Larry Bograd, tells the story of the young OCAW member who was mysteriously killed in a 1974 car accident after drawing attention to health and safety violations at the Kerr-McGee Nuclear Corp. The play is set for the 1992-93 Denver theater season.

### AWARD

AFL-CIO Secretary-Treasurer **Thomas R. Donahue** received the Medal Of Achievement from Fordham Law Alumni Association March 7 during the group's 43rd annual luncheon. The medal, the principal award given by the association, is presented to an alumnus who has developed a distinguished career.

Donahue graduated from Fordham Law in 1956 after four years of night school and 10 years after he began his trade union career. In receiving the honor, he spoke of the neighborhood ties to Fordham, where his grandfather walked a police beat, his father was baptized and his big brother talked him into attending law school. "He told me it would improve my mind," Donahue said, "and impressed me his conviction that I needed that." Donahue said his brother "also graduated from law school and never practiced."

### DEATHS

**Ed Cope,** organizing director for the Paperworkers, died on March 4. He was 59.

Cope, who worked for the union for 32 years, became organizing director in 1987. He was known for winning union bargaining rights for thousands of UPIU workers at paper mills and paper converting plants in Texas, Oklahoma, Kansas, Nebraska, Colorado, Arkansas and Tennessee. Cope was a veteran of the U.S. Navy and a member of the American Legion and VFW.

He is survived by his wife, Edna; a daughter, Gail; a son, Darrell; and four brothers.

**William E. Simkin,** director of the Federal Mediation and Conciliation Service during the Kennedy and Johnson administrations, died in Haverford, Pennsylvania on March 4. He was 83.

Simkin, author of "Mediation and the Dynamics of Collective Bargaining," also served as a public member of the War Labor Board, 1942-43, and chairman of the Shipbuilding Commission, 1943-45, before his appointment to the FMCS by President Kennedy. He was the longest serving director in the history of the agency.

He is survived by his wife, Ruth, and his two sons, Thomas and Peter.

**Harry DeBoer,** a Teamsters member who pioneered unionism in Minneapolis, died Jan. 1. He was 86.

DeBoer led the 1934 Teamsters strike with an innovation called the cruising picket line, which convinced many scab drivers to join the union.

DeBoer also organized the Bakery Drivers Union and became the union's first president.

At a memorial in Minneapolis, IBT President Ron Carey praised DeBoer for his contributions to the union. "His dreams for democracy and reform are becoming realities thanks to his tireless leadership and support for these causes," Carey said.

### CORRECTION

**John F. Gentleman** is the new president of Union Labor Life Insurance Co. His last name was misspelled in the March 2 edition of the AFL-CIO News.

**Martha Wilson** (center), a retired Clothing and Textile Workers representative, receives a reproduction of the sculpture overlooking the tomb of Dr. Martin Luther King, Jr., from ACTWU Vice President Clayola Brown for her efforts to promote labor recognition of King's birthday. Looking on is Richard Womack, the AFL-CIO's civil rights director.

# Union Privilege expands member life insurance program

The Union Privilege life insurance program has grown to $1.7 billion, and is incorporating a new feature as it broadens its appeal.

Forty-eight unions subscribe to the program, which offers members the opportunity to apply for term life insurance with up to $100,000 in coverage.

"This program is designed to supplement, rather than replace, a member's existing plan," said Union Privilege President David Silberman. "It ensures added protection without too much added cost."

Every union member is guaranteed coverage through one of three basic plans:

- The Basic Life Plan is available to union members between the ages of 18 and 64 who qualify and provides $10,000 to $100,000 in coverage.
- The Guaranteed Benefit Life Plan is available to members with health concerns who do not qualify for the basic plan and provides $500 to $10,000 in coverage.
- The Senior Benefit Life Plan is available to members between the ages of 65 and 79 (77 in Washington state) and provides up to $5,000 in coverage.

A new option, called the living benefits rider, is available to policyholders with a minimum of $25,000 of insurance coverage. It allows terminally ill members or members in need of an organ transplant to obtain up to 100 percent of the face value of their policy, minus a slight discount, while still living — giving them a chance to collect insurance money when they need it most.

There are several contingencies that must be met by the policyholder to collect this benefit.

Coverage under the three plans also is available for a member's spouse and children, and is portable in that it stays with the member even if he or she retires or changes jobs, provided union membership is retained.

In addition, the strike, layoff and lockout benefit allows members to skip premium payments on all versions of the program for up to three months in the event of a sanctioned strike, lockout or involuntary layoff of more than 30 days.

Information on the plan can be obtained by calling 1-800-327-4349.

## Resources

The Hotel Employees and Restaurant Employees have developed a 24-hour toll-free telephone line, 1-800/HERE-WAY, to advise union members if a facility is unionized, if the business is economical, moderate or expensive, and if discounts are given.

### CONFERENCES

**Building Bridges II, Deaf Workers in the Labor Movement** will be held Friday, April 3, 8 a.m. to 3:30 p.m., at the Teachers building, 260 Park Ave. South in New York City. For more information, contact Judy Cohen at 212/730-7500.

### PUBLICATIONS

**AMERICA: What Went Wrong?** by Donald Barlett and James Steele, winners of the Newspaper Guild's 1991 Heywood Broun Award and other newspaper prizes, is now available in paperback. The book, which will be the basis for a three-part series on the Public Broadcasting System, "Listening to America," beginning April 7, examines the dismantling of the American middle class through public acts and private greed. The book reprints the fall 1991 series in the Philadelphia Inquirer, but has been updated and expanded, according to Steele, a former publications director of the Laborers. Copies of the book are $6.95, plus $1 for shipping and handling. Contact Cathy Massma, P.O. Box 419150, Kansas City, Mo. 64141.

The Department of Economic Research's new **Workplace Topic** series focuses on **Worker Participation.** This 94-page report is available for $6 from Publications and Materials Office, AFL-CIO, 815 16th St. N.W., Washington, D.C. 20006.

**Family and Medical Leave Act** (102-2) and **Protecting the Davis-Bacon Act** (102-11) are two new **Legislative Fact Sheets** issued by the Department of Legislation. Contact the Department of Legislation, AFL-CIO, 815 16th St. N.W., Washington, D.C. 20006.

The following issue papers are available from the AFL-CIO Pamphlets Division, 815 16th Street, N.W., Washington, D.C. 20006.

**Government and Economic Development** describes how state governments have tried to use gimmicks rather than depending upon a solid development approach. Order No. 52.

**Workers Rights: EC 92** describes the new social charter being developed for the European Community to go with the removal of trade and other barriers between twelve European countries. Order No. 54.

**Trade Adjustment Assistance: Time for Action, Not False Promises** desribes how Trade Adjustment Assistance needs to be revised to provide real help to workers displaced by trade and by the Mexican Free Trade Agreement. Order No. 53.

**European Worker Benefits** describes how American workers lag behind European workers, not only in wages, but in benefits as well. Order No. 55.

### VIDEO

A new 34-minute video, **Out of Control,** produced by the Oil, Chemical and Atomic Workers, shows how the chemical industry has mismanaged its facilities. Copies are $24.95 for nonprofit organizations. Available from the Visual Products Dept., OCAW, P.O. Box 2812, Denver, Colo., 80201.

# 30-day clock starts March 4 for rail unions

By Candice Johnson

Following years of futile contract talks, the 30-day clock has started for railroad unions and the Machinists in separate contract disputes with Consolidated Rail Corp., Amtrak and the nation's major freight carriers.

Meanwhile, in a separate dispute involving Conrail, the Teamsters have been temporarily barred from picketing at the carrier's terminals as part of the IBT's strike against a Conrail subcontractor, PTL Transportation Inc.

The National Mediation Board declared an impasse in the separate negotiations between three unions and the carriers and started the 30-day "cooling off" period countdown on March 4. Unions spurned the board's proffer of binding arbitration at Conrail and invoked their right to self-help through a strike date in order to try to get the freight carriers to reach a settlement.

Members of two rail unions and the IAM will be free to strike the carriers at midnight on April 4, with the railroads permitted to implement their final contract offers or lock out workers, unless a presidential emergency board is appointed before the deadline to recommend a settlement in the dispute.

The IAM, representing 13,000 workers at some 80 major freight carriers, has been unsuccessfully negotiating for a new agreement for more than four years and welcomed the NMB decision to call an impasse and begin the 30-day clock.

The union noted that no progress has been made on many contract issues, with talks last held in November. But the IAM "continues to be available to meet with carriers to resolve this dispute," the union said.

Last April, Congress imposed the recommendations of a presidential emergency board on 10 rail unions in their dispute with the same major freight carriers. The IAM was not covered by this settlement because it was not released from negotiation by the NMB at that time.

In the Conrail and Amtrak disputes, the Maintenance of Way Employees and Locomotive Engineers had been in negotiations for more than three years, with the bargaining positions of the carriers "exactly the same" as in 1988, the BMWE said.

Bargaining issues include wage rates, an economic package "that doesn't even keep up with the pace of inflation" and work rule changes, BMWE said.

At Amtrak, current contract disputes involve about 60 percent of Amtrak workers — members of the IAM, BMWE and BLE — while several other unions have settled their disputes or are still in negotiations.

The United Transportation Union ratified a new agreement covering 2,150 conductors and trainmen last month and Transportation Communications Union members approved an agreement covering 6,000 workers last October.

The Firemen and Oilers, however, have rejected a contract covering 400 Amtrak workers, and members of two unions — the Electrical Workers and the Railroad Signalmen — are voting on new agreements. The SMW and railroad police union are in arbitration and the unaffiliated Railway and Airway Supervisors, representing 580 workers, signed a new agreement last month.

In the Teamsters dispute, the union set up picket lines at 12 Conrail terminal operations as part of a strike begun Feb. 22 over the subcontractor's demands for cuts in pay and benefits.

In several cities, including Cleveland, East St. Louis, Ill., Indianapolis, Chicago, Detroit, Boston, Baltimore and Columbus, Ohio, IBT members limited the movement of goods transferred in truck trailers and cargo containers between ships, rail cars and trucks.

Conrail has since replaced PTL, which was operating at 15 intermodal terminals.

After filing suit in U.S. district court, the freight carrier sought a National Labor Relations Board ruling that the IBT was engaged in an illegal secondary boycott.

The NLRB's Cleveland office issued a temporary restraining order against the pickets at that terminal and ordered a hearing to determine if a permanent injunction should be issued. The board ruling would permit IBT members to picket at just one gate.

## *NIOSH blasts railroad on high silica exposure*

Norfolk and Southern Railroad has exposed rail workers to dangerous levels of silica dust for eight years, a survey by the National Institute for Occupational Safety and Health has found.

The Maintenance of Way Employees charged that the carrier "knowingly endangered the health and safety" of workers and deliberately withheld information about the danger from employees, actions that are "unconscionable," BMWE President Mac A. Flemming said.

"We know of instances where workers are suffering from debilitating problems from exposure to silica," Fleming said, noting that Norfolk Southern knew of the dangerous exposure level since 1984.

BMWE is awaiting the findings of full medical examinations of Norfolk Southern maintenance of way workers at three worksites in Virginia and North Carolina. The union also is calling for a government investigation of silica exposure throughout the industry and an end to the dispute between the Federal Railroad Administration and the Occupational Safety and Health Adminstration over which agency is responsible for rail workers' safety and health.

The NIOSH survey was prompted by the diagnosis of a Norfolk Southern worker with advanced silicosis, a form of lung disease similar to asbestosis or black lung disease.

NIOSH based its conclusion on environmental samples taken at Virginia and North Carolina sites. That survey found that 54 percent of the samples taken within workers' "personal breathing zones" indicated levels of silica as high as nine times the acceptable level. Similar sampling found levels of respirable quartz in 16 percent of personal breathing zone samples at more than 20 times the acceptable range.

The sample findings offer "convincing evidence that railroad maintenance of way workers have been and are being overexposed to silica," NIOSH concluded in its interim report.

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AFL-CIO NEWS

# INSIDE

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A bold campaign by the Service Employees paid off for janitors who clean Apple Computer Corp. offices, as the contractor agreed to recognize and negotiate with the union.

**3** ***Kirkland calls for rebuilding economy***
AFL-CIO President Lane Kirkland told the House Public Works Committee that public investment in infrastructure is essential for the economic well-being of the nation.

**5** ***Public employee bargaining gains***
Public employees in several states are gaining ground in their efforts to win collective bargaining, dues checkoff and other rights enjoyed by private sector workers.

**11** ***Workers hard hit by prison labor***
In a number of states, prisoners are toiling for private corporations, earning small change while manufacturing workers are losing jobs to this cut-rate economy.

**12** ***APALA to boost Asian-Americans***
The April 30 founding convention of the AFL-CIO Asian Pacific American Labor Alliance will gather delegates from a rapidly growing part of the U.S. workforce.

**14** ***Jobless report is more bleak news***
The nation's jobless rate jumped to 7.3 percent last month, marking the highest level since the mid-1980s and dashing claims that recovery is just around the corner.

UNION YES

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AFL-CIO NEWS

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**Unions help workers** gain ground despite the recession. **Bargaining section, Pages 7-10.**

# Labor mobilizes for final push on S. 55

**By Muriel H. Cooper**

Preparing for a possible vote on the Workplace Fairness bill before Congress adjourns April 13 for Easter recess, the AFL-CIO is stepping up contact with key senators whose votes are needed to break the expected filibuster.

Senate sponsors of the legislation, S. 55, have never doubted the majority support needed to pass the bill, but it takes more than a majority to invoke cloture to shut off debate. Sixty votes are needed to end a filibuster.

Consequently, union advocates of S. 55 are working with state and local AFL-CIOs, along with religious and other community allies, to sway fence-sitting legislators to allow the bill to come to a vote. Trade unionists are being urged to call and write their senators during this crucial period.

(See Page 6 for a call-up list of 25 key senators and their Capitol Hill telephone numbers.)

S. 55 would outlaw the practice of hiring ''permanent replacements'' during an economic strike. For the past decade, thousands of hard-working union members have been forced out on strike by companies seeking to be rid of their union work forces, no matter how long the service of those workers or how productive the previous labor-management relationships.

Some companies have made plans to bring in the scabs even before bargaining began on a new contract. More than half of these forced strikes have been over health and pension benefits.

The House of Representatives passed its version of the bill, H.R. 5, in July 1991. The battle is now joined in the Senate over what AFL-CIO President Lane Kirkland has described as ''the most important labor law initiative to come before Congress in more than a decade.''

During a teleconference call March 13, Kirkland congratulated nine state AFL-CIO officials, six regional directors and 13 state coordinators for their efforts while stressing the urgency of concerted action.

''Because of a lot of hard work

**Continued on Page 6**

# Seawolf rally triggers alert on jobs threat

**By John R. Oravec**

With some 20,000 Connecticut defense industry jobs on the line, 20 busloads of shipyard workers from the New London Metal Trades Council rallied at the White House in an effort to save the Seawolf submarine project.

Tens of thousands of other defense industry workers and federal employees are also in crisis in the face of defense cutbacks since the dissolution of the Soviet Union.

While the Pentagon is canceling numerous contracts and shutting down military bases, the Bush administration has failed to come up with a plan to convert the defense industry to domestic needs or salvage the jobs and skills of the affected workers.

The AFL-CIO Executive Council has called on the White House and Congress to cooperate in developing an economic conversion plan for the transfer of defense resources to civilian production.

The council noted that the federal government has a unique responsibility for economic conversion to meet the needs of the nation's workers and their communities ''precisely because the defense industry was built to meet the government's military requirements.''

On Capitol Hill, Government Employees President John Sturdivant testified at House hearings that the wider impact of the Pentagon cutbacks will affect more than 116,000 Department of Defense civilian jobs by 1997.

The plight of the New England shipyard workers stems from the proposal by President Bush to cut off funding for the Seawolf fleet once the first of three planned vessels is completed.

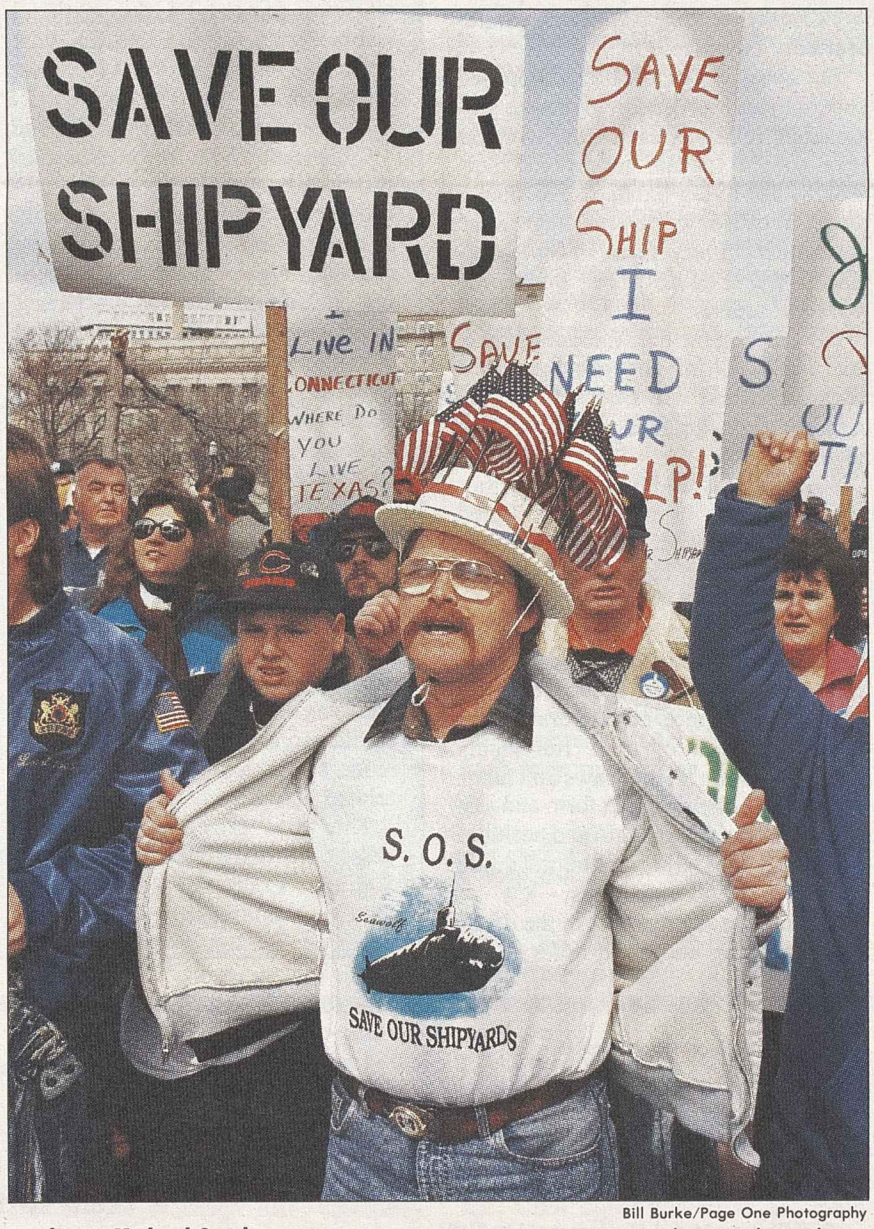
Appealing to the administration and Congress, leaders of the 10 unions that make up the New London MTC warned that the scuttling of the Seawolf threatens the livelihood of 17,500 highly skilled workers at General Dynamics Corp.'s Electric Boat division, as well as some 4,000 others in neighboring Rhode Island. Hundreds of additional workers could be affected at the General Dynamics facility in Charleston, S.C.

President Paul Burnsky of the Metal Trades Department opened the Lafayette Park rally March 14 with a call to Congress to do what the White House and the Pentagon have failed to do.

''Job destruction happens every day,'' Burnsky said. ''Millions of American workers have seen corporate and government decisions threaten and often succeed in destroying their lives.

''It seems as if American industry and

**Continued on Page 13**




Bill Burke/Page One Photography

**Machinist Michael Smith,** one of some 20,000 Connecticut shipyard workers facing layoffs, has a message for President Bush and Congress in the battle to keep the Seawolf submarine fleet afloat.

# Workplace safety alarm finally heard

## *Tragedies heighten 4th annual 'Day'*

**By Colleen M. O'Neill and Sharolyn A. Rosier**

The burden of the failures of the 21-year-old Occupational Safety and Health Act is borne by unprotected workers and their survivors.

Amy Delguzzo is a survivor. Four days after she buried her father, she told a Senate subcommittee how he fell through a hole in the nation's safety laws.

Delguzzo's father, AFSCME member Linus Kriener, was critically injured when a trench collapsed on him as he was repairing a leaking pipe for the City of Madeira, Ohio. Kriener, who as a public employee was not covered under OSHA, was given little training for duty made more hazardous by improper trenching.

''My dad was only 52 years old,'' she said. ''He left my mother, my two brothers, myself and two small grandsons behind. None of us can believe that he was taken from us so suddenly.

''He will not be here this summer to take my two-year-old fishing for the first time. He will not celebrate his 29th wedding anniversary with my mom. He will not bowl with his friends, referee soccer games in our community or serve our church again.

''He has been denied the rest of his life simply because he was a public employee, and that's just not fair,'' she said, her slight frame shaking as she struggled to maintain her composure.

Delguzzo's tragic story points up the urgent need for OSHA reform. The House and Senate are considering legislation, S. 1622 and H.R. 3160, that

**Continued on Page 4**

# POINT OF VIEW

## AFL-CIO rebuts Bush's crude political move

**By Lane Kirkland**

In his press conference comments on the Beck case March 20, President Bush reached new depths in hypocrisy. He demonstrated again his willingness to pander to the far right in his party as he desperately seeks support for his re-election effort.

In amplifying the president's remarks, the White House announced its intention to issue an Executive Order requiring federal contractors to notify their employees of the rights of agency fee payers regarding the funding of such union activities as ''test case'' litigation, lobbying and political activities. The president also has directed the Department of Labor to require unions to report expenditures by functional category.

This is nothing but a scheme to vastly complicate the current financial reporting done by unions and to impose duplicative paperwork requirements on unions because of a minuscule number of workers who pay an agency fee to their union representative.

It is laughable for the president — after vetoing unemployment insurance improvements and failing to show the slightest concern for the millions of jobless in the longest recession since the 1930s — now to pretend that he's the friend of workers.

The point of the program he announced March 20 is to deny the vast majority of union members their rights to take political action. The method to that end is to hamstring unions in every way he can — to the advantage of the union-bashing, right-wing extremists of his party.

The president professes to be a believer in the constitutional system of separation of powers, in limited government and in private enterprise. Yet, he has taken it upon himself, without any statutory authority whatsoever, to legislate a broad new regulatory authority over communications between private employers who are government contractors and their employees.

This is the last presidential protection American workers need. The level of union dues is determined by the union's members themselves through their own democratic processes. Experience makes clear that, with the fewest exceptions, unionized workers are highly satisfied with their unions and are quite willing to pay the costs of union representation. They know there is no free lunch and they have no desire to be free riders.

We doubt that there is any area of the labor law where voluntary compliance is higher and where workers are more fully informed.

For more than 30 years, unions have filed financial reports with the government showing all items of income and expenses.

Unions presently inform workers covered by agency fee agreements of their objection rights, provide accountings of their expenditures, and make appropriate dues reductions for objectors.

Unions, in other words, respect the rights of workers who have valid objections to funding union political activity as declared by the courts.

The same president who has placed moratoriums on all forms of regulations, has stifled job safety and health enforcement and has sought to remove all manner of regulation in the name of ''competitiveness'' and ''paperwork reduction,'' has finally found paperwork and regulation that he can wholeheartedly embrace.

The same president who has opposed government intervention in private sector labor relations each time workers have sought his aid to protect their benefits and living standards has finally found a cause worthy of aggressive government intervention in the workplace: the ''cause'' of weakening workers' unions.

We are certain that the administration's raw use of government power toward this end will be no more successful than its prior tactic of ''benign neglect.''

What all this adds up to is further proof — if any be needed — that the president will pander to the most extreme elements of his party in order to boost his political fortunes.

If the president wants to become serious about an executive order informing workers of their rights, we would suggest he require employers to tell their employees of their full rights under the nation's labor laws and labor standards — their right to form and join unions, their right to a safe and healthful workplace, and their right to prevailing rates of pay and conditions.

We stand ready to assist in the drafting of such an executive order.

## Background on Beck ruling

The courts have developed the law governing a union's authority to expend agency fees collected from non-members over a 30-year period and have done so in fits and starts.

As matters now stand, the basic rule is that employees who choose not to join the union but who pay fees under a union security agreement may lodge a conscientious objection to the union's use of their fees for political or ideological purposes unrelated to collective bargaining. The union is required to make an adjustment in the objecting non-member's fee to reflect the portion of the total union expenditures going for political, ideological and related purposes.

The first relevant Supreme Court decision came in Machinists vs. Street. In that 1961 case, the court said the Railway Labor Act ''does not permit a union, over the objections of non-members, to expend compelled agency fees on political causes.'' The rights and responsibilities created by the National Labor Relations Act and the state collective bargaining laws were not discussed.

The Supreme Court determined in 1977, in Abood vs. Detroit Board of Education, that non-member employees covered by a union security agreement in the public sector have a similar right under the Constitution. In Communications Workers of America vs. Beck, in 1988, the Supreme Court split 6-3 in deciding that the National Labor Relations Act duty of fair representation entailed an obligation to accommodate the conscientious objections of non-member employees.

### Programs in place

Based on these decisions, AFL-CIO affiliates now maintain objection procedures that enable non-members to request a reduction of that portion of their agency fee that would normally be spent on the union's political, ideological and related activities.

The rules governing non-members' objection rights based on the Supreme Court decisions are, by their very nature, extremely limited in scope. To begin with, the issue arises only in a workplace where the employees have voted for union representation and their union has negotiated a union security clause.

Even then, the rules affect only the fees paid by non-member employees who have expressed conscientious objections to union efforts to improve their ''terms and conditions'' of employment through political and ideological activities.

In fact, unions have found that the vast majority of non-member fee payers do not have any such objections but are in favor of the union using every available avenue, including political action, to improve their working conditions.

### Bush's deception

President Bush's speech seeks to link the Beck decision to political contributions by mentioning it after a reference to ''special interest political action committees (PACs).'' Non-member objector decisions have absolutely nothing to do with union political contributions to federal candidates. Such contributions are required by federal law to be made out of a union's separate, segregated account funded by members' voluntary contributions.

Even on the subject of PAC contributions, the president was disingenuous in trying to imply that PAC giving to incumbents was synonymous with ''labor'' giving to incumbents. In fact, Federal Election Commission reports for the congressional elections of 1990 show that business PACs — those sponsored by corporations, trade associations and cooperative associations — gave candidates three times as much money as did labor PACs.

And the PAC spending is bipartisan, another fact the president omitted. In the 1990 election, $24.87 million was contributed to Senate Democrats and $23.9 million to Senate Republicans. Similarly, local bodies of the AFL-CIO have always endorsed, and unions have contributed to, Republican candidates for federal office. Union members make that decision based on voting records, not party labels.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# LEGISLATION

## Grim stories bolster OSHA reform

By Colleen M. O'Neill

Wrenching testimony from victims turned up the heat on lawmakers to reform the 21-year-old Occupational Safety and Health Act.

Those testifying before the Senate Labor and Human Resources labor subcommittee included a railroad employee, a former nuclear industry worker and the daughter of a public employee killed on the job a week earlier.

"I'm here for the 18-year-olds and 19-year-olds applying to work on the railroads," said David Marshall, a member of the Maintenance of Way Employees. "I want them to have a future."

Marshall, who has been diagnosed with the lung disease silicosis, added, "I'm also here for the people currently working on the railroad — no one told me, and I want people to know what they might face."

Sen. Edward M. Kennedy (D-Mass.) assured the witnesses he would push comprehensive reform legislation now in the committee, and told them "the only way we can thank you enough (for testifying) is to insist America's workers are protected."

The senators were moved by the gripping account of Amy Delguzzo about the tragic death of her father, Linus Kriener.

An AFSCME member, Kriener was critically wounded March 4 when a trench collapsed on him as he was attempting to fix a leaking underground pipe. He died of his injuries March 9.

"It was bad enough for us to learn that my father was gone," Delguzzo said. "But it was so much worse to find out that his accident and his death could have and should have been prevented.

"I have been told since the accident that there are standards for trenching and shoveling deep holes like the one my dad was in. . . but because my dad worked for the city (of Madeira, Ohio) — and not a contractor — he did not have those protections."

Delguzzo also said her father had not received safety training in his 13 years on the job.

*"No one told me, and I want people to know what they might face."*

**— David Marshall**
**Diagnosed with silicosis**

AFSCME Director of Safety and Health Jordan Barab noted that 8 million to 10 million public employees were exempted when the initial legislation was passed and described the coverage gap as "a completely unjust situation." The reform legislation — S. 1622 and H.R. 3160 — would extend OSHA protection to public-sector employees, among other improvements.

Lawrence Mann, an attorney for the Railway Labor Executives' Association, elaborated on Marshall's testimony, describing for the panel the maneuvers taken by OSHA and the Department of Transportation's Federal Railroad Administration to avoid responsibility for railroad safety.

Nobody is accepting jurisdiction in this "game of gobbledygook," he said. "The division of oversight responsibility between the two agencies has sometimes resulted in a 'gap' in coverage that occurs when a working condition falls outside of OSHA's specific jurisdictional responsibility, but has not been addressed by an FRA regulation."

The OSHA reform legislation also would improve protections for whistleblowers like Linda Porter, a former worker at the Comanche Peak nuclear power plant in Texas who lost her job for raising safety and health concerns.

"At first, I was ridiculed for paying close attention to quality standards and procedures," she said. Later, management forced her, under threat of termination, to participate in a test to determine the asbestos content of some coatings materials, a procedure one internal investigator called a "private lynching."

The acute neurotoxic exposure has left her short of breath, subject to occasional blackouts, exhaustion and memory loss, and with a raspy voice.

Two days after calling OSHA in March 1988, she was fired. Porter is still awaiting the outcome of the discrimination complaint she filed two weeks after her dismissal.

"OSHA's handling of whistle-blower complaints like mine sends a message to employers that it is OK to retaliate against workers who report safety concerns," Porter testified, "because OSHA will not enforce the workers' employment protection rights."

Also testifying was Steve Perry of the Carpenters, representing that union and the Paperworkers, in support of the right of workers to participate in the OSHA settlement process. Using an OSHA agreement with International Paper Co. as an example, Perry illustrated for the committee the usefulness of the workers' point of view in the settlement process.

"The agreement gutted OSHA's regulatory authority in the most dangerous environment in 10 paper mills and left the workers to be exposed to illegal conditions and toxic atmospheres in violation of public law," Perry said. "Had the Paperworkers and the other unions been permitted to participate in the settlement discussions, I am certain that the agreement's adverse effects would have been reduced or eliminated."

## Capitol Digest

The Senate Governmental Affairs Committee moved closer to restoring political rights for some 3 million federal and postal workers by reporting the labor-backed Hatch Act Reform bill.

The panel acted March 17 after Sen. William Roth (R-Del.) failed to gut the bill, S. 914, with amendments.

The bill's prospects improved since last session when similar legislation was vetoed by President Bush. The House overrode the veto, but the Senate failed by three votes.

The measure would prohibit federal and postal employees from running for office in a partisan political election, soliciting campaign contributions from the general public or coercing the public in an election campaign.

It would allow federal workers, away from work and on their own time, to work in a political campaign and participate in some political activities.

Elsewhere in Congress:

**CHINA MFN** — The Senate failed by a 60-38 margin March 18 to override Bush's veto of a bill requiring China to meet certain human and worker rights conditions in order to retain its most-favored-nation trading status. The House overrode the veto 357-61 on March 2.

**EDUCATION** — The House was poised to pass a higher education assistance bill March 26. AFL-CIO Legislative Director Robert M. McGlotten, in a letter to the House, said the bill, H.R. 3553, "assures equitable aid to middle-income and non-traditional students" and the imbalances between loans and grants.

**TAXES** — The House on March 25 failed by a 211-215 margin to override the president's veto of legislation containing a middle-tax class cut financed by higher taxes on the wealthy. The AFL-CIO did not support the bill because it also included a capital gains tax cut and provisions that created new tax loopholes for business and the wealthy.

**CAMPAIGN FINANCE** — House leaders have indicated that a vote on the conference report on campaign finance reform could come before Easter recess. Both bodies passed reform bills last year and the AFL-CIO backed the House version over the Senate bill, which bans political action committees. The House bill also contains a voluntary system of candidate expenditure limits and personal contribution limits linked to partial public financing.

**TRADE** — The Trade Enhancement Act, H.R. 4100, is needed to preserve "a vibrant domestic auto industry," AFL-CIO Vice President Owen Bieber of the UAW told the House Ways and Means subcommittee on trade. The bill would allow the U.S. to limit auto imports if the trade deficit with Japan does not decline by 20 percent annually. The bill is one of several now before Congress and backed by the AFL-CIO.

## Bills would complete civil rights action

### *AFL-CIO supports removal of cap*

A bill approved by the Senate Labor and Human Resources Committee would remove the damages cap in the Civil Rights Act of 1991, effectively giving women, the disabled and religious minorities the same remedies available to victims of racial discrimination.

The Equal Remedies Act, S. 2062, has 30 sponsors in the Senate and is supported by the AFL-CIO and civil rights allies. A companion bill, H.R. 3975, was introduced in November.

The bill would end the current limits on compensatory and punitive damages for victims of sexual, disability and religious discrimination, extending the same protections available to victims of racial discrimination who are covered by an 1866 civil rights law.

The caps were a key part of the negotiations that led to passage of the civil rights bill last year. The awards are based on the size of the company involved with the highest amount being $300,000 for a company with more than 500 workers.

Sen. Edward M. Kennedy (D-Mass.), the committee chairman, said the different remedies "make absolutely no sense" and that lifting the limits is "the unfinished agenda in civil rights legislation."

The bill has widespread bipartisan support, including Sen. Dan Coats (R-Ind.) who opposed the 1991 Act.

The committee also approved an AFL-CIO-backed bill to remove the special exemption from the Civil Rights Act of the Wards Cove Packing Co.

The U.S. Supreme Court's 1989 ruling in the Wards Cove case was a major impetus for the civil rights legislation.

The Wards Cove ruling shifted the burden of proof to the plaintiff to show the disparate impact of discriminatory practices.

In a related matter, the U.S. Court of Appeals for the Sixth Circuit ruled that the Civil Rights Act cannot be applied retroactively to conduct that occurred before the Nov. 21 enactment of the bill. Civil rights advocates had maintained that the law should apply retroactively.

"Generally, absent clear legislative intent, the construction given a statute by the agency that administers it is entitled to deference, providing it is reasonable," Judge William H. Timbers wrote for the court. "In light of the ambiguity of the statute on its face and the lack of congressional guidance, the Equal Employment Opportunity Commission's decision to apply the 1991 Act prospectively appears reasonable."

# OMB holds up OSHA rule with 'bizarre' analysis

By Colleen M. O'Neill

Organized labor and lawmakers blasted an oddly reasoned move by the White House Office of Management and Budget to block a proposed health standard affecting the construction, agriculture and maritime industries.

OMB argued that the standard should be delayed because jobs could be lost — and unemployment affects health. This weird logic aroused a congressional outcry and prompted a spate of hearings in the days following the March 16 OMB directive to the Department of Labor.

"OMB's proposition that stronger safety and health standards will have a negative impact on workers' health is truly bizarre," said AFL-CIO Safety Director Peg Seminario, testifying March 25 before the Senate Committee on Labor and Human Resources.

"It demonstrates that OMB will employ any means and rationale — no matter how farfetched — to block or weaken important worker safety and health standards," she said.

A Laborers member from Nevada, who suffers from lead poisoning, also testified at the hearing.

"I can't believe this is the best the American president can offer," said Sen. Howard M. Metzenbaum (D-Ohio) of OMB's argument against the standard. Metzenbaum and a number of other senators wrote to President Bush March 17 to intervene personally and remove the OMB roadblock.

Sen. Edward M. Kennedy (D-Mass.), chairman of the committee, pointed out that what OMB referred to as a "risk-risk analysis" really was a "delay-delay analysis." Rep. William D. Ford (D-Mich.), in a letter to Labor Secretary Lynn Martin, urged the department to ignore the "fringe economic theories" of OMB.

In holding up the proposed standard, OMB blocked the extension of protection to more than 6 million American workers in the construction, agriculture and maritime industries that workers in all other industries have enjoyed for nearly four years.

The rules are intended to protect employees from excessive exposure to hazardous substances in the workplace.

Republican Senators were said to be angered over the situation, and even President Bush's own Department of Labor was nonplussed, according to published reports. Sources said the letter was sent without prior notice and was at first considered to be a joke.

Occupational Safety and Health Administration sources reportedly expressed concern that the Bush administration appeared to be making it more difficult for OSHA to promulgate health and safety legislation, coming in the middle of the president's decreed 90-day moratorium on new federal regulations.

However, the Labor Department backed down on that stance by March 25, agreeing to perform the cost analysis as part of the rule-making process if OMB would release the proposed rule. OMB agreed it would not hold up the rule.

Commenting on the moratorium and the cost-analysis requirement, AFL-CIO President Lane Kirkland wrote to Martin March 20 that the federation "views the president's directive as the latest in a series of wrong-headed efforts to undermine the government's ability to provide the American people needed protection."

In its initial action, OMB had argued that adding regulatory costs to employers under the proposed health standard might force lower wages or job cuts. It also asserted that higher-paid workers take better care of themselves and said consumers' incomes might be adversely affected if industries chose to pass safety costs on to them.

"It is absurd to require a phony calculation of such speculative consequences as part of the regulatory process," Seminario said. "It is also worth emphasizing how narrowly OMB has set its focus. OMB only looks at one side of the equation and assumes that compliance with government regulations will always involve greater costs.

"This ignores the fact that government regulations may result in improvements in productivity and long-term savings to employers," she continued, "as was the case with OSHA's standards on cotton dust and vinyl chloride.

"The analysis also ignores the fact that injuries, illnesses and fatalities impose very high costs — on workers, employers and society — and that the prevention of these occurrences will itself reduce costs."

# OSHA reform in spotlight this Workers Memorial Day

**Continued from Page 1**

would not only extend coverage to public employees but would strengthen the nation's workplace safety laws from top to bottom.

On Workers Memorial Day, April 28, trade unionists around the nation will stop work for a moment of silence to honor fallen workers and will actively lobby for passage of the OSHA reform legislation.

In Washington, the Communications Workers will spearhead a rally on the East Side of the U.S. Capitol at noon on April 28. Scheduled speakers include AFL-CIO Secretary-Treasurer Thomas R. Donahue, CWA President Morton Bahr and Rep. William D. Ford (D-Mich.), sponsor of H.R. 3160.

In a prelude to Workers Memorial Day, more than 1,000 union members and allies gathered in New York City March 25 to honor the memory of the 146 workers killed in the tragic Triangle Shirtwaist Co. fire in 1911 — the nation's deadliest workplace disaster.

Amid cries of "safe jobs now," the crowd heard calls for passage of OSHA reform from Ladies' Garment Workers President Jay Mazur; President Lenore Miller of the Retail, Wholesale and Department Store Union; Clothing and Textile Workers Vice President Clayola Brown; and New York City AFL-CIO President Thomas Van Arsdale, among others.

Besides extending coverage to nearly 8 million to 10 million state and local government employees, the legislation would give workers the right to refuse hazardous work.

It also would require employers to establish written safety and health programs to identify, evaluate and correct hazards in the workplace.

Joint labor-management safety and health committees would be established to review safety and health programs, investigate accidents and injury records and conduct inspections.

The legislation would establish time frames for setting standards and soliciting written comments and communication, and thereby limit the delays endemic in current OSHA proceedings.

Enforcement provisions would include the right of workers to challenge weak citations and settlements, a requirement for employers to provide better proof that hazards were corrected and a targeted inspection program to focus on high-hazard industries. OSHA inspectors also would have the right to quickly shut down dangerous jobs.

Workers who report and complain about injuries or unsafe conditions would be protected against discrimination. In addition, the current 30-day period for filing discrimination complaints would be extended to six months. The Secretary of Labor could order preliminary reinstatement of workers pending final resolution.

OSHA and the National Institute on Occupational Safety and Health would be directed to provide model curricula and programs to assist employers in providing training and education, and employers would be required to report workplace injuries, illnesses and deaths within 24 hours. NIOSH would be elevated to a separate agency within the Public Health Service.

Victims' rights also would be granted to family members of employees killed as a result of injury or illness, including the right to meet with a Labor Department representative and receive copies of citations or reports at no cost. Violation of these rights to a victim's family would result in legal relief and reasonable attorney's fees and costs.

Federal oversight of state plans would be strengthened by establishing a formal process for addressing complaints and correcting problems in plans like the one in North Carolina, which never once in 11 years inspected the poultry processing plant in Hamlet, where 25 workers died when the fire exits were locked.

The tragic fire in Hamlet has heightened public concern about workplace safety and given special impetus to the drive for OSHA reform. Unionists this Workers Memorial Day have the nation's attention when they demand that there be "no more Hamlets."

So, after three years of "fighting for the living and mourning for the dead," Workers Memorial Day this year comes full circle with a legislative vehicle that would improve safety on the job.

Congress has begun to respond to the horror stories such as Hamlet. As Sen. Howard M. Metzenbaum (D-Ohio) told Amy Delguzzo after listening to her testimony, Congress has an obligation to her and her family "to see this doesn't happen again."

Bill Burke/Page One Photography

**Amy Delguzzo expresses** sorrow and anger over her father's tragic death in testimony before Senate panel.

# Teachers activists, local officers meet in joint sessions

The Teachers held a first-time series of conferences in Washington for local union presidents, political activists, retirees and nurses.

The union presidents' conference brought 250 local AFT officers to a three-day session to discuss solutions to some of the problems facing cities, schools and unions workers.

AFT President Albert Shanker reviewed the national political scene and outlined some of the union's key concerns, including its opposition to proposals that weaken the public schools through the use of vouchers.

Participants also reviewed the AFT membership program, which builds on internal organizing and get-out-the-vote programs to expand local union membership. Several local unions have doubled in size by participating in the program, AFT noted.

Speakers included Mayors Maynard Jackson of Atlanta and Kurt Schmoke of Baltimore, who decried the budget cuts for vital city educational and social services because of decreased federal funding during the Reagan and Bush administrations.

Many participants stayed on for the AFT's annual legislative and political conference, where delegates heard from Democratic National Committee chairman Ron Brown; Rep. Vic Fazio (D-Calif.), chair of the Democratic Congressional Campaign Committee; Sen. Tim Wirth (D-Col.); and pollster Geoff Garin.

The nursing and health care session drew more than 180 participants. Workshops covered health, job concerns and other issues.

A separate session covered women's health issues, reviewing the case for more women on health boards and councils. The national women's health network and the National Institute of Health's office of research on women's health took part.

# Food Lion pay chiseling unchecked, panel told

By James B. Parks

Employees of Food Lion Inc. work in a milieu of intimidation characterized by a pattern of harassment and deceit to hide company-sanctioned off-the-clock work, several current and former employees told Congress.

That pattern might have been broken if the U.S. Labor Department had enough staff and enough teeth to enforce wage and hour laws to deter abuses, said Rep. Tom Lantos (D-Calif.), chairman of the House Government Operations subcommittee on employment and housing.

Recent reports from the General Accounting Office and the Labor Department Inspector General point to "shocking deficiencies" in enforcement of wage and hour laws, Lantos said. The IG, for example, found that 40 percent of the back wages and civil penalties due were not paid. While it takes 200 days to process a case, Wage and Hour Division investigators spend, on average, only three days of actual case work, the IG found.

With staffing down 20 percent since 1979, some Wage and Hour offices are so overwhelmed that they only take calls three days a week, Lantos said.

But the committee reserved its harshest criticism for the Labor Department's handling of the Food Lion case. Workers testified that they were illegally forced to work up to an additional 25-30 hours per week, without pay, to meet the demands of the company's "effective scheduling" system.

The system establishes unrealistic time limits on the completion of work tasks, the employees said. The workers are disciplined if they don't meet the scheduling, which forces them to work off-the-clock.

"Food Lion puts tremendous pressure on its employees to meet the demands of effective scheduling," said Pete Carpenter, a former grocery manager.

"I have witnessed hours being switched between departments and I have personally switched hours between departments in order to meet the demands of effective scheduling," he said. Carpenter said his store manager and his area supervisor both were fully aware of these efforts to doctor the records.

These claims show "the Department of Labor is not meeting its responsibility. It is not standing up for workers' rights," said Rep. Rosa L. DeLauro (D-Conn.). "If what these witnesses say is true, then the Department of Labor has not done its job," added Rep. Christopher Shays (R-Conn.).

The Food and Commercial Workers last September filed a complaint with the Wage and Hour Division on behalf of 183 current and former Food Lion workers, seeking $194 million in back wages. The case is still pending. UFCW is representing the workers, even though Food Lion is non-union.

> *"The Department of Labor is not meeting its responsibility. It is not standing up for workers' rights."*
>
> **—Rep. Rosa L. DeLauro**

This complaint follows a 1989 compliance agreement worth $300,000 between the Labor Department and Food Lion to settle 171 employee complaints of working off-the-clock. The agreement, in which Food Lion did not admit guilt, was not publicized to current Food Lion workers because a posting would hinder future voluntary agreements, said Cari Dominquez, assistant secretary of labor for employment standards.

Deputy Wage and Hour Division Administrator John Frazier said the department has received 65 other complaints against Food Lion in the past few years, not including the UFCW complaint. If the current Labor Department investigation finds Food Lion violated the laws, the department could impose penalties for repeated violations. If Food Lion refuses to pay, the department must go to court to enforce its finding.

The GAO report cited this inability to enforce its findings as another example of the department's toothless approach to the wage and hour issues.

Lantos also urged Dominquez to support legislation that would allow stiff penalties for employers who kept poor records, thereby making it more difficult for the Labor Department to investigate complaints.

Under intense questioning from Lantos, John Watkins, Food Lion's senior vice president, admitted that a letter the company sent to all current and former employees seems to discourage them from participating in the Labor Department investigation.

The letter from the company's vice president for human resources told the employees they had a right not to answer any questions from Labor Department investigators and that Food Lion would "appreciate" it if they shared with the company any information they gave investigators.

Food Lion, headquartered in Salisbury, N.C., is the nation's fastest-growing food chain with more than 800 stores and warehouses in 11 states.

# Company dumps Saipan contractor that abused workers

By Muriel H. Cooper

Some of the best-known clothes worn by Americans are made by slave labor. But Levi Strauss and Co., a $5 billion unionized operation, says it wants no part of that worker exploitation.

Levi-Strauss learned in February that its Docker products manufactured by Chinese workers in Saipan were being produced under conditions that violate U.S. labor laws.

The company responded by terminating its relationship with the Tan family operations there.

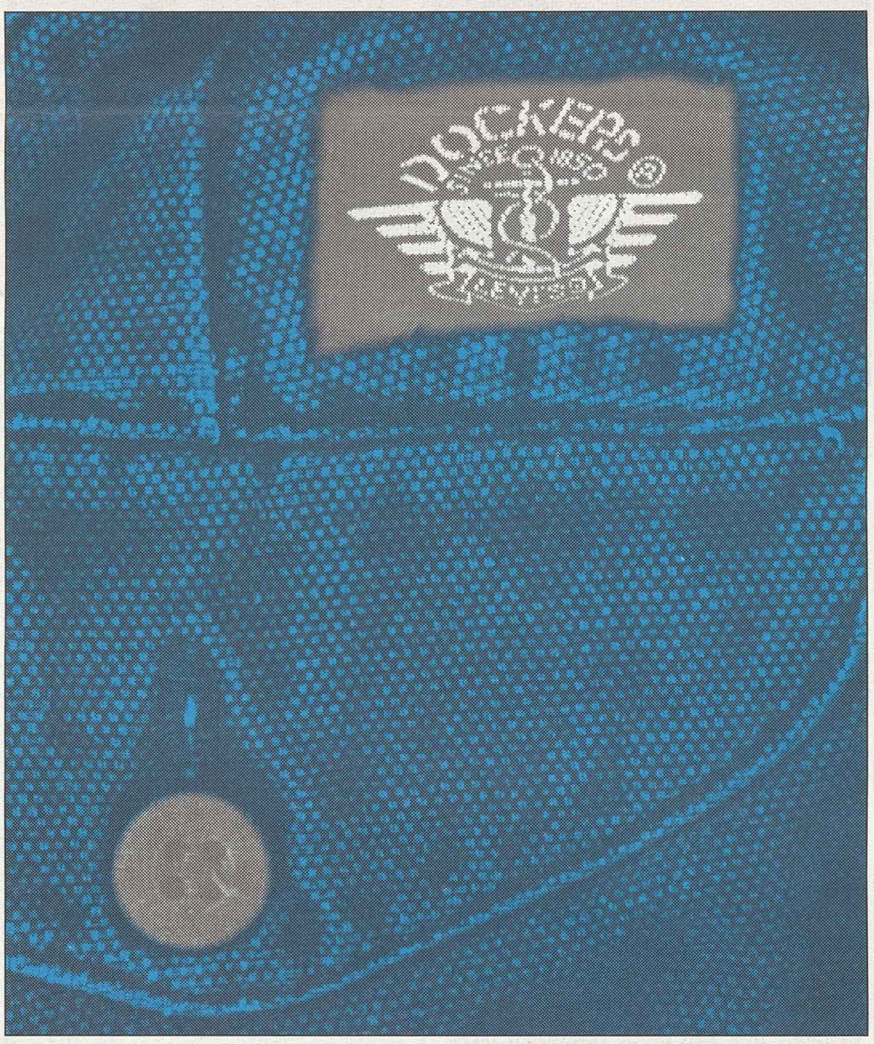
The Tan company has manufactured almost $100 million a year in brand-name clothing with a "Made in the U.S.A" label. The company gets away with the label because Saipan is located in the Mariana Islands, a U.S. territory.

"We don't feel we have any choice in the matter," Levi-Strauss Vice President Bob Dunn told WRC-TV in Washington March 6. "We're not willing to have as business partners people who don't obey the law, demonstrate high ethical standards and treat their workers fairly."

The company took an additional step March 13 against exploitation by issuing guidelines stating it will refuse to do business with any supplier that violates the labor rights of workers or in any country where employees are exposed to health and safety risks.

"We think Levi-Strauss has taken a step once again in front of the industry," said Clothing and Textile Workers Southwest Regional Director Joan Suarez. "If they live up to the policy, it is reaching in the direction of more decent working conditions. It forcefully needs to be put forth to other companies."

According to news reports, 1,200 Chinese and Philippine women are locked in guarded compounds by the Tan family. They are escorted to the manufacturing plant and forced to work 11 hours six days a week and eight hours on Sunday for less than minimum wages. The employees work under crowded conditions in facilities that are below U.S. standards.




**Levi Strauss** ends contract with Saipan company for its Dockers brand.

When the Department of Labor initially complained about the lack of wages and poor working conditions, the Tan company said it would pay the workers their back wages. Tan then told the women they would be deported if they did not sign the checks over to the employer.

DOL has sued six Tan-controlled companies to collect $10 million in back pay and penalties. In addition, it learned the U.S. Attorney's office investigated the company only last year.

Other "Made in the U.S.A." name-brand clothiers that have bought from the Tan family are Liz Claiborne, Arrow Shirts, Christian Dior, Eddie Bauer, Ann Klein, Ralph Lauren's Polo Shirts and PVH Apparel, which makes Van Heusen shirts.

Labor Department officials told WRC-TV March 20 that the agency will begin to hold major U.S. garment manufacturers accountable for labor practices of subcontractors, using the "hot goods" provision of the Fair Labor Standards to impound clothing made in violation of U.S. labor laws.

## *Sweatshops thrive in apparel industry*

The inquiry into worker rights violations in Saipan has pointed up that sweatshops are doing a thriving business right here on our shores.

During three days in February, 50 California labor investigators descended upon 286 garment manufacturers in San Francisco, Oakland, Sacramento, Los Angeles and Orange counties, in raids resulting in 208 citations and $669,150 in assessed penalties.

Most of the citations dealt with violations in minimum wage, workers' compensation, child labor, cash pay and recordkeeping. The common Cal-OSHA violations included no written injury/illness prevention program at the site, unguarded sewing machine pulleys, safety and fire hazards, open electrical boxes, inadequate first aid materials, unmaintained fire extinguishers, frayed electrical cords and insufficient restroom facilities and drinking water.

The General Accounting Office in 1989 categorized 64 percent of New York's apparel firms as sweatshops, employing almost 50,000 workers. The report defined the operations as "a business that regularly violates both wage or child labor and safety or health laws."

The re-emergence of sweatshops in the United States was reported during a series of hearings in 1981 by the House Committee on Education and Labor. Rep. George Miller (D-Calif.), former chairman of the subcommittee on labor standards, helped uncover large sweatshops operating in Los Angeles, the San Francisco Bay area, Chicago and New York.

Miller, in a recent WRC-TV interview, blamed political indifference for the problem. "Everybody knows it's going on and it's simply being condoned by the current administration," he said.

**—Muriel H. Cooper**

John R. Oravec/AFL-CIO News

**Participating in a teleconference** on S. 55 are (from left, at table): AFL-CIO Legislative Director Robert M. McGlotten, Secretary-Treasurer Thomas R. Donahue, President Lane Kirkland, IUD President Howard Samuel, Kirkland assistant Dennis Beal and Brian Turner of the IUD. At rear are Mike Gildea, assistant director of the Department of Organization and Field Services, and Joe Shantz, director of the department.

# Final push for S. 55 is under way

**Continued from Page 1**

around the country, we've come a long way since September," he said. "Of the original 25 critical senators, 13 are now in the fold and have committed to vote for cloture on S. 55."

Cloture would limit debate on the legislation to 30 hours. Without cloture, a filibuster could delay or lead either to defeat of S. 55 or to weakening amendments to assure passage.

The AFL-CIO is expecting at least three votes on S. 55. The first two will be on cloture and the final vote will be on the actual passage.

The AFL-CIO Legislative Department is forwarding about 300 mailgrams a week from working Americans to Capitol Hill. By Easter, senators will receive multiple mailgrams, all with the same urgent message: Pass S. 55. The department also is averaging 100 postcards a week from unionists who have written their senators.

A group of Wisconsin unionists will travel to Washington March 31 to present Sens. Robert Kasten (R) and Herbert Kohl (D) with 31,000 and 23,000 postcards, respectively, urging their support of S. 55.

The campaign also has enlisted solid support among coalitions of African-American, Hispanic, women's groups and the religious community.

"The anti-union, anti-worker, anti-women and anti-civil rights climate of the Reagan-Bush administration has spawned hundreds of cases in which women workers on legal strikes have had their jobs given to 'permanent replacements,'" wrote the 42 women from the Women's Leadership Committee for Workplace Fairness.

"Thousands of women flight attendants, catfish and poultry workers, as well as manufacturing and bank employees, have had their jobs taken away because they legally protested cuts in wages and health care that would undermine their families' economic security," said the report.

"The fundamental rights of all American workers, women and men, to organize unions and bargain fair contracts through those unions are being eroded by the practice of punishing workers who exercise those rights.

"This is a time for the women's movement and labor to work together: to protect the rights of women workers, and all workers. These are the issues that go to the heart of the quality of life we will have in the United States," the group said.

A delegation of 40 Atlanta ministers representing the Concerned Black Clergy recently met with Sen. Sam Nunn (D-Ga.) to ask for his support. Georgia's Sen. Wyche Fowler (D) already has committed to the bill.

The Academics for Workplace Fairness, a group of scholars and teachers of labor law and labor relations, have added their voice to the growing list of allies. "Passage of S. 55 will protect the jobs of unionized workers who strike in accordance with the law, and it will help preserve the system of free collective bargaining that has served this country well for over 50 years," the group said. "That system is now in jeopardy."

Meanwhile, state and local AFL-CIO officials are writing to the editors of their local newspapers and calling local radio and television stations to explain the workplace fairness issue. As the vote grows nearer, radio and television ads will increase public awareness on the issue.

**Georgia Sen. Sam Nunn** talks with members of the Concerned Black Clergy, a group of Atlanta ministers who urged his support for S. 55.

The AFL-CIO is urging trade unionists to call the following senators, whose votes are considered key on cloture and passage of S. 55. The area code is 202.

| | |
|---|---|
| Dale Bumpers (D-Ark.) | 224-4843 |
| David Pryor (D-Ark.) | 224-2353 |
| Jim Jeffords (R-Vt.) | 224-5141 |
| Sam Nunn (D-Ga.) | 224-3521 |
| David Durenberger (R-Minn.) | 224-3244 |
| Pete Domenici (R-N.M.) | 224-6621 |
| Arlen Specter (R-Pa.) | 224-4254 |
| Ernest Hollings (D-S.C.) | 224-6121 |
| John Chafee (R-R.I.) | 224-2921 |
| William Cohen (R-Maine) | 224-2523 |
| Howell Heflin (D-Ala.) | 224-4124 |
| Richard Shelby (D-Ala.) | 224-5744 |
| Dennis DeConcini (D-Ariz.) | 224-4521 |
| Bob Graham (D-Fla.) | 224-3041 |
| Wendell Ford (D-Ky.) | 224-4343 |
| Bennett Johnston (D-La.) | 224-5824 |
| John Breaux (D-La.) | 224-4623 |
| James Exon (D-Neb.) | 224-4224 |
| Harry Reid (D-Nev.) | 224-3542 |
| Richard Bryan (D-Nev.) | 224-6244 |
| Jeff Bingaman (D-N.M.) | 224-5521 |
| Alphonse D'Amato (R-N.Y.) | 224-6542 |
| Terry Sanford (D-N.C.) | 224-3154 |
| Lloyd Bentsen (D-Texas) | 224-5922 |
| Chuck Robb (D-Va.) | 224-4024 |

# OCAW turns up heat on energy plant operator

**Piketon, Ohio**

The Oil, Chemical and Atomic Workers are revving up a corporate campaign to foil union-busting efforts by Martin Marietta Corp., which not only is paying exorbitant amounts for its scab work force, but is using taxpayers' money to boot, union leaders said.

The company is using U.S. Energy Department funds — taxpayers' money — to bus in scabs from other plants in Oak Ridge, Tenn., and Paducah, Ky., to work at a uranium enrichment plant it operates here for DOE, said OCAW Local 3-689 President John D. Knauff.

"This is government-subsidized union busting," said Knauff. "It's just a welfare program for scabs."

Rather than negotiate with the union, Martin Marietta is giving the scabs a $5,000 bonus and paying them $22 per hour, $6 more than the union workers received, he said. The scabs are guaranteed 60 hours a week, so they get paid time and a half for 20 hours, he said.

In addition, the company pays the scabs' hotel bills in Piketon and provides a per diem meal expense. It also pays for cars for scabs to drive to their homes when they are not scheduled to work and pays them time and a half for "driving time," Knauff said.

In an effort to get Martin Marietta to settle the nine-month-old strike, Local 3-689 is using a corporate campaign strategy that includes trying to obtain proxy votes of the company's shareholders with the intention of voting those shares at the annual stockholders' meeting April 25, Knauff said.

In addition to bringing plant issues to the attention of the stockholders, Knauff said the union also hopes to introduce some other resolutions.

On June 11, 1,050 OCAW members struck the plant over the company's refusal to reinstate a 30-year contract that guaranteed seniority rights. The company also wants Energy Department regulations to supersede the collective bargaining agreement.

The company recently modified its seniority proposal, but it is still "far less than we have now and far less than we had some 30 years ago," Knauff said.

Another concern is that the scabs receive so little training that it endangers the lives of workers and the surrounding community, Knauff said. The scabs receive a "couple of weeks crash course" in jobs that take up to a year to train for, said union spokesman Harold Daub.

The local recently received international support from five Czech and Slovak trade union leaders who visited the OCAW local and marched on the picket lines. The delegation, which was on a 30-day tour of the United States sponsored by the AFL-CIO Free Trade Union Institute, was featured in both the Portsmouth and Columbus, Ohio newspapers.

Stanislaw Havrlik, secretary of the Transport Workers Union in Bohemia, told the Columbus Dispatch that he was impressed by the mental maturity and resolve of the strikers. They were interested in how the strike was organized and how strikers stayed focused during the lengthy dispute.

The Czech and Slovak trade unionists left Piketon for stops in Denver, San Francisco and Atlanta before their flight home from New York City on March 31.

# BARGAINING

# Unions gain ground for workers despite recession

By Gregory Woodhead

Union workers not hit by layoffs improved their lot in 1991 as wage gains outstripped the rise in the cost of living. Fringe benefits also were improved, with particular emphasis on health care benefits and job security.

Organized workers raised their advantage over non-union workers. Union members got a 4.8 percent increase in total compensation in 1991, compared with 4.3 percent for non-union workers. Union contracts also were more likely to provide broad fringe benefits.

Source: Bureau of Labor Statistics

## Weak economy

Collective bargaining in 1991 took place in the context of a faltering national economy, the longest recession since the Depression of the 1930s. Even before the onset of the recession, the economy grew at a very slow pace. Indeed, the real Gross Domestic Product has not grown faster than 1.9 percent in any quarter since the Bush administration took office.

American families have been hit hard and confidence in the future is low, weighed down by a massive trade deficit, consumer debt, a huge federal budget deficit, a squeeze on state and local budgets, an oversupply of commercial real estate and a fragile and undercapitalized banking system.

By February 1992, 16.8 million workers were either unemployed, underemployed or out of the work force altogether. In addition to the 9.2 million officially unemployed, 1.1 million workers are discouraged — not currently seeking work but wanting jobs — plus 6.5 million are working part time but want full-time work.

In February 1992, the unemployment rate was 7.3 percent, up from 5.4 percent in July 1990. During that period, 1.5 million jobs vanished in manufacturing, retail trade, construction and government. The evidence from past recessions is that high unemployment will persist for years after the end of the recession. In fact, the Congressional Budget Office projects that the unemployment rate will not fall below 6 percent until 1996.

## Impact on bargaining

Many of the problems that faced bargainers in 1991 stemmed from the 1980s: competition from overseas and from non-union firms at home; deregulation of the trucking, airlines and telephone-communications industries; technological changes at the workplace; and the spiraling cost of health insurance. These were compounded by new developments — the Persian Gulf war and the prolonged recession.

In many cases, unions and management sought mutually acceptable ways to reduce total costs, increase productivity, retain jobs and assure the economic viability of American companies. When companies were profitable, union members pressed for improved pay and benefits, the elimination of the two-tier wage or benefit systems or the substitution of wage increases for lump-sum payments. Job security and safety and health were also the focus of negotiations.

Probably the most pervasive — and certainly one of the thorniest — issue was dealing with rapidly increasing health insurance premiums that reflect rising health care costs. Efforts to deal with health care costs went beyond the bargaining table, as both organized labor and employer organizations urged the administration and Congress to address the issue.

"Health care cost must become a national policy issue because it lays upon the collective bargaining process a burden it cannot safely bear," AFL-CIO Secretary-Treasurer Thomas R. Donahue said as he launched labor's national hearings on the health care crisis in the fall of 1990.

Unions and management came nowhere near agreement on other issues, including parental leave as an employee right, national health care, unemployment benefits and the use of "permanent replacements" for striking workers.

The bargaining calendar for private industry and state and local government was a little lighter in 1991 than in other recent years. Thirty-three percent (2.8 million) of the 8.5 million private- and public-sector workers under major collective bargaining agreements (those covering 1,000 or more) were covered by contracts that expired or reopened in 1991. This compares with 35 percent in 1990, 36 percent in 1989 and 39 percent in 1988.

Among the significant positive developments on the labor-management scene in 1991 were:

- Agreement on a master contract in trucking, which was reached without a hitch.
- The signing of mutually beneficial master contracts in the rubber and electrical and electronics products industries, reflecting the parties' recognition of each others' problems.
- Completion of bargaining, 11 months before the current contract was to expire, by the Electrical Workers and the Communications Workers with NYNEX, avoiding the work stoppages that marred the 1989 negotiations.

## Bargaining agreements

Data on major collective bargaining agreements showed that the wage rate increases resulting from settlements reached in private industry during 1991 averaged 4.2 percent in the first year of the agreement.

Lump-sum payment provisions like contract signing bonuses, which do not enter into the wage base, were newly negotiated in 14 agreements for 70,000 workers and dropped in 44 agreements affecting 242,000 workers. These payments applied to about 37 percent of workers under all major collective bargaining contracts in private industry during 1991.

Approximately one-third of union contracts contain provisions for cost-of-living adjustment (COLA) payments. Twenty-four settlements for 391,000 workers discontinued COLAs during 1991, and no settlements added them. Largely because of these settlements, COLA coverage for the 5.6 million workers under all major private industry agreements dropped from 40 percent (the same since 1987) to 30 percent by the end of 1991.

In addition, about 84,000 additional workers had COLA reviews in 1991 that did not produce a wage change because the consumer prices did not rise enough to trigger one. These COLAs will be a very important protection if the rate of inflation surges in the future.

During all of 1991, wage rate changes under all major contracts averaged an increase of 3.5 percent. The increases in wage rates were greater than the increases in consumer prices (CPI-W), which only rose by 2.4 percent, so that wage gains constituted real gains in the standard of living for union workers in 1991.

Deferred wage increases provide a basis for wage increases that will be negotiated in the current year. During 1991, average wage increases from contracts negotiated prior to 1991 were 3.7 percent.

The primary reason pay increases have exceeded inflation is the continued rise in productivity of American workers. For example, in manufacturing, productivity is rising as fast as wages, so increases in labor costs per unit of output are almost zero.

## Forecast for 1992

Major collective bargaining agreements covering 2.7 million private- and public-sector workers are scheduled to expire or reopen in 1992. The workers constitute nearly one-third of the 8.3 million workers under all major agreements (1,000 workers or more), about the same as 1991.

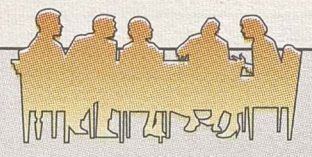
Bargaining in 1992 will be on behalf of about 1.9 million workers in the private sector. Four-fifths of the private sector workers are in non-manufacturing industries. The construction and telephone communication industries,

Continued on Page 8

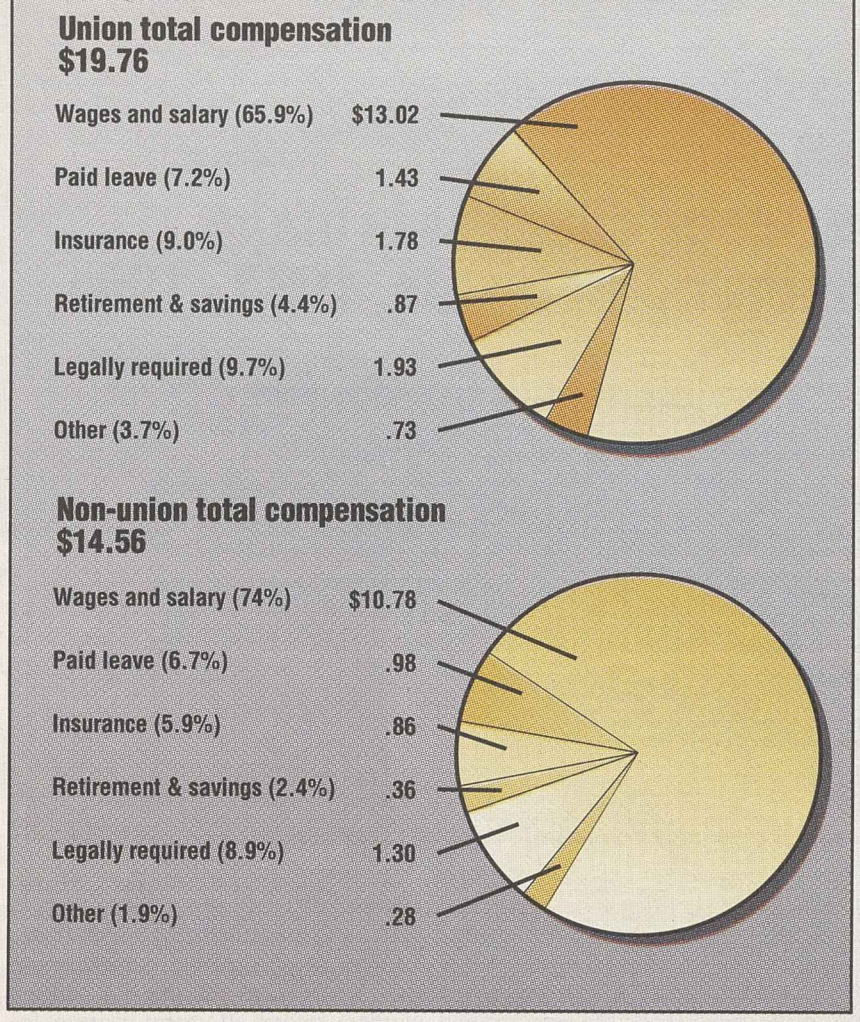
**Projected Inflation Rates, 1992-94**
**CPI-U, Comparable 4th Quarters**

| | 1992 | 1993 | 1994 |
|---|---|---|---|
| Administration (Office of Management and Budget) | 3.1% | 3.3% | 3.2% |
| Congressional Budget Office | 3.4% | 3.6% | 3.6% |

*Gregory Woodhead is the 1991-92 intern in the AFL-CIO Department of Economic Research.*



# Compensation breakdown: wages and benefits, union vs. non-union, March 1991




Source: Bureau of Labor Statistics

**Continued from Page 7**

with somewhat more than 400,000 workers each, will dominate bargaining in 1992.

Also contributing significantly are wholesale and retail trade (189,000), health care (107,000) and gas, electric and sanitary services (106,000). Bargaining in the manufacturing sector will be relatively light (363,000), with 81,000 workers bargaining in the aerospace industry.

About one-third of the 2.6 million state and local government workers under major agreements will bargain in 1992 (530,000 local and 331,000 state workers).

For the years 1992 through 1995, the rise in consumer prices is likely to be between 3 percent and 4 percent. In 1992, deferred wage increases from contracts now in effect are up slightly from 1991 and will average 3.9 percent.

## Pay equity

"Equal pay for work of comparable value" has been an important issue at the bargaining table. Many positions that traditionally have been held by women or minorities tend to pay much less, even though they demand and require comparable skills or levels of education as other higher-paying jobs.

The Utility Workers settled with the Southern California Gas Co. on a pay equity plan to provide an average 5.2 percent wage increase for some 6,700 workers at the utility. The largest adjustment under the agreement went to clerical workers, who were slotted for a 29 percent pay increase. The pay adjustment came as a result of a negotiated consultant's study, paid by the utility, that revealed that many workers were underpaid by utility industry standards.

The Utility Workers reached a similar pay equity agreement with Pacific Power and Light Co. in Wyoming that raises pay of clerical workers by $1.78 an hour immediately and $2 an hour over three years.

AFSCME and the state of Washington agreed on language for a two-year contract covering 70,000 employees that includes $30 million in comparable worth adjustments, representing phases 6 and 7 of the 1985 negotiated settlement. The state has allocated $6 million to implement new job reclassification structures for 3,000 clerical and office support personnel at state colleges and universities.

In its three-year contract agreement covering 26,000 Wisconsin state employees, AFSCME members in 131 classifications received market adjustments or were reclassified. Social service workers in 42 classifications and the entire security and public safety unit workers received stratification raises. Stratification raises are based on the job rate along with years of service rather than a pay range, so that state workers receive progressively higher pay as in the private sector.

The Service Employees negotiated a 6 percent wage increase in the first year and pay equity adjustments for some nurse classifications with the county of Los Angeles. SEIU, in its contract with Santa Cruz County, Calif., also negotiated an additional $300,000 for pay equity and other salary adjustments.

The Teamsters and the Food and Commercial Workers signed new three-year collective bargaining agreements with Banquet Foods, covering 3,700 workers employed in the company's plants in three states. The terms of the contract call for some 1,200 workers to receive equity wage adjustment of 32 to 47 cents an hour.

## Pensions

The UAW and Martin Marietta signed a new three-year contract covering approximately 5,600 workers at aerospace facilities. Terms of the contract include a $2 increase in the monthly pension rate for each year of credited service, from $23 to $29; and a $10 increase in weekly sickness and accident benefits.

SEIU bargained an increased pension accrual rate for public-sector workers in Santa Clara and Santa Barbara counties, Calif., which allows employees to retire at age 55 with a similar annuity as they previously would have received at age 60. SEIU, representing the workers in Monterey County, Calif., also secured the equivalent of a 3.5 percent pay raise by negotiating a provision for the city to pick up the existing employees' retirement contribution.

Negotiators for the Machinists and the General Dynamics Corp. reached a new three-year agreement covering some 10,000 workers at the company's aircraft plant in Fort Worth, Texas. Contract terms included a $6 increase over the term of the contract (to $29) in the monthly pension rate for each year of credited service, as well as enhanced benefits for employees who retired before 1984.

The Steelworkers and Kaiser Aluminum Corp. agreed to a four-year contract covering 3,500 workers at six facilities. Contract terms include an immediate $2 increase (to $20.25-$24.25) in the monthly pension rate for each year of credited service, followed by $1 increases in the second, third, and fourth years of the contract.

The Teamsters signed a new three-year agreement with Honeywell covering some 3,600 production and maintenance employees working in the Minneapolis area. Contract terms include an increase in the monthly pension rate, from $25 to $28, for each year of credited service.

IBT also hammered out a three-year master labor contract with Anheuser-Busch that covers some 9,000 production and maintenance workers at 12 breweries nationwide. The contract calls for early retirement at age 55 with 15 years of service, with 80 percent of health and welfare coverage. Other economic terms include increases in employer contributions to the health and welfare pension funds of 20 cents an hour retroactive to March 29, 1991, and 10 cents an hour on March 1 of 1992 and 1993.

The Rubber Workers engaged in pattern bargaining and focused on improved pension benefits. The URW and Bridgestone/Firestone reached agreement on a three-year master contract, covering some 4,900 workers in six plants nationwide. Terms of the new pact include an increase from $23.50 to $30 in the monthly pension rate for future retirees for each year of credited service; a $200 lump-sum payment for current retirees; and the retention of the COLA clause.

Later, the URW signed a new three-year master agreement with Uniroyal Goodrich Tire Co. covering about 5,540 workers at four plants, which generally followed the Bridgestone/Firestone settlement. Shortly thereafter, the union reached a similar agreement on a three-year master contract with Goodyear Tire covering some 12,500 workers at 10 plants in eight states.

The Steelworkers and USX agreed on a three-year contract that included a $1,500 monthly guaranteed pension benefit for "30-and-out" early retirement; and a $50 a month increase over the term of the contract in pension benefits for current retirees to help pay their premiums for optional major medical benefits.

The IBEW and the Pacific Gas and Electric Co. signed new three-year agreements covering some 12,500 maintenance and operations employees and 3,800 clerical workers at the company's facilities in California. Contract terms included 5 percent to 8 percent increases in pension benefits for current retirees.

## Health and welfare

Health care is one of the most crucial areas of collective bargaining today, and in many cases it has replaced wages as the key bagaining issue. Contract negotiators often spend as much as 60 percent of their bargaining sessions on health care issues.

Among the methods used to contain health care costs are managed care (where costs and procedures are overseen), wellness programs (with an emphasis on maintaining good health) and flexible benefit plans (with basic coverage for all and a cafeteria menu of extra benefits).

SEIU and the Building Operators Labor Relations, Inc., negotiated a three-year master contract covering about 3,300 janitors, mechanics, engineers and elevator operators working for some 50 building owners at about 110 buildings in downtown Philadelphia.

Under the terms of the new contract, monthly employer contributions to the health and welfare fund will be increased in the first year of the contract, from about $128 per employee to about $253 per employee. It also establishes a $500 maximum out-of-pocket cost under the major medical plan and an increase in vision care benefits for eye exams and glasses, from $125 to $150 every two years.

AFSCME and the Teamsters reached agreement on 15-month labor contracts with New York City, covering some 152,000 workers. The $233 million package calls for a $100 increase over the term in the city's contribution to the health and welfare fund. The agreements were expected to set a pattern for the city's other unionized employees, including police, fire and sanitation workers.

In AFSCME's two-year agreement with the state of Minnesota, covering 17,000 employees, the state will continue to pay 100 percent of the employee-only premium and 90 percent of the dependent premium for health care coverage in the county of the employee's work location. Transplant coverage was added to the State Health Plan, along with 80-20 coverage for diabetic supplies.

AFSCME and the state of Illinois reached an innovative three-year contract, covering 40,000 state workers, that ties deductible and premium-sharing arrangements to the employee's annual salary. For dependent health coverage, the percentage paid by the state will increase from 48 percent to 52 percent of the High Option premium during the life of the contract. In addition, the state will establish a managed care dental plan with benefits exceeding the current plan at no cost to the employees.

A two-year contract between AFSCME and the Commonwealth of Pennsylvania, covering 59,000 state employees, calls for employee contributions to the hospital and medical insurance fund to increase 14 percent in 1991 and 24 percent in 1992. Health and welfare fund contributions paid by the employer on behalf of each employee also will increase.

Several changes were made on health insurance in a two-year agreement between the Newspaper Guild and the Associated Press, covering about 1,400 workers in the news agency's bureaus nationwide.

New cost containment measures were instituted, including preadmission review for elective hospital procedures, case management and concurrent re-

view. A prescription drug care plan was established, with employees paying $3 per prescription. In addition, employees became eligible to pay out-of-pocket costs from a newly established "special pre-tax health care account."

The USWA and USX agreed on a three-year contract covering some 17,300 workers in plants in seven states that expands "safety net" guarantees of health and pension benefits for senior employees.

Under the terms of the agreement, employees with 30 years of service regardless of age, or those age 60 with at least 15 years of service, are guaranteed lifetime health and pension benefits even if the plants in which they work are sold to another company. USX estimates that between one-third and one-half of its employees would qualify for these benefits.

USWA reached agreement on a 46-month contract covering some 15,500 production and maintenance workers at Newport News Shipbuilding in Virginia that included several changes in health care.

The medical plan was revised to include select medical services for certain catastrophic illnesses, at no cost to participants; up to $500 for in-hospital cardiac rehabilitation; a 50 percent reimbursement for podiatric secondary procedures; up to $250 for a hearing aid; the services of a nurse-anesthetist and a nurse-midwife; and a 30-day substance abuse hospitalization treatment period. Effective January 1, 1994, employees will be able to choose between two medical plan options with regard to deductible coverage.

The IBT and Trucking Management, Inc., the major employer group involved in national freight negotiations, reached agreement on a three-year master contract covering some 160,000 truck drivers, and warehouse, office, maintenance and garage workers nationwide. Employers' weekly combined health and welfare and pension plan contributions will be increased $18 per employee, effective April 1, 1991, and $12, effective April 1, 1992, and 1993.

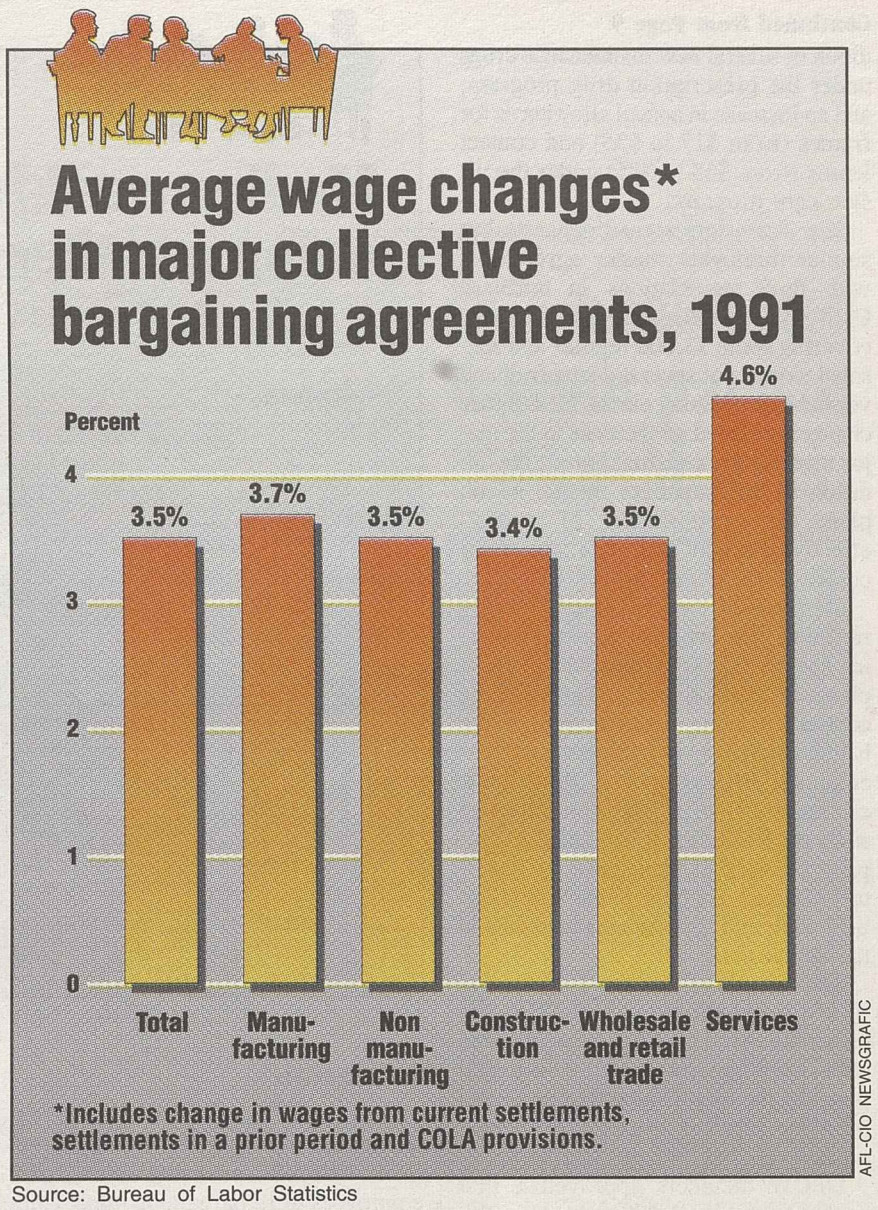
The new three-year contract won by the IBT and the UFCW with Banquet Foods includes an increase in weekly sickness and accident benefits, from $120 to $125 in the first year, progressing to $135 in the third year, and an increase in the lifetime maximum major medical benefits from $400,000 to $700,000.

The Ladies' Garment Workers and 47 employer associations settled on agreements covering some 100,000 workers in the women's apparel industry. Combined employer contributions to the health and welfare fund were increased by 1.5 percent of payroll (to 13.65 percent) in the first year and by an additional 0.5 percent in the second and third years.

The Clothing and Textile Workers won a first contract for some 500 workers at S. Lichtenberg, a Georgia drapery manufacturer that spent three years stonewalling at the bargaining table. The ratification and settlement of unfair labor practice charges resulted in the reinstatement, with $1 million in back pay, of nearly 200 workers. The contract provides for medical insurance, child care and medical leave, as well as the creation of a union-management health and safety committee.

The Coordinated Bargaining Committee of 12 unions at General Electric signed new three-year collective bargaining agreements covering 65,000 workers. Enhancements in the health care plan include coverage for preventive procedures such as Pap tests, mammograms, and colon/rectal cancer screening; an increase to $1 million in the major medical lifetime maximum; a new mail-order prescription drug plan; improvements in dental and vision care benefits; the elimination of the mandatory second opinion for surgical procedures; and the establishment of an optional long-term care insurance program.

The agreement includes an increase in the employee contribution toward the cost of dependent coverage to $250 a year, and the establishment of a weekly payment for employees whose working spouses decline coverage under their employer's health care plans.



Source: Bureau of Labor Statistics

The new UAW contract with Martin Marietta provides the option to enroll in a health maintenance organization or a preferred provider health care plan as an alternative to the standard health care plan, and the establishment of an employee assistance program.

The UAW and General Dynamics' Land Systems Division signed a three-year contract covering some 3,800 workers. Negotiators agreed to preserve and slightly improve health care benefits in combination with wage increases. The company abandoned efforts to reduce benefits and shift some of the costs to employees.

The agreement contained several improvements in the health care plan, including the addition of new hospital procedures; additional durable medical equipment and prosthetic and orthopedic equipment under the hospital and medical plan; a $200 increase (to $1,400) over the term of the contract in the annual dental maximum; the ad-

**Continued on Page 10**

# *1992 Collective Bargaining Calendar*

## Aerospace

Approximately 81,000 aerospace workers will bargain in 1992. The Machinists will bargain with Boeing Co. for a contract covering 58,000 workers. The other major aerospace negotiations are between the IAM and McDonnell Douglas for 6,800 workers, and between the UAW and LTV Corp. for 4,900 workers.

## Construction

The 148 major construction industry agreements that expire in 1992 cover 424,000 workers, approximately two-fifths of those under major agreements. As is usually the case, three-fourths of this year's bargaining will take place in the spring. The heaviest bargaining load will be in California, with contracts covering 109,000 construction workers. There also will be major bargaining in five midwestern states.

## Health Care

About 107,000 workers in the health care industry are covered by major agreements that expire in 1992. The Service Employees in December will bargain a contract with the Nursing Homes of New York covering 5,100 workers.

## Primary metals

Nearly 33,000 workers in the primary metals industry will bargain contracts in 1992, and two-thirds of those are in the aluminum industry. The Steelworkers and the Aluminum, Brick and Glass Workers will bargain with ALCOA and the Reynolds Metals Co.

## State and local government

Expiring contracts account for about one-third of the 2.6 million workers under all major state and local government contracts. They include 530,000 workers under 190 local government contracts and 331,000 state workers under 60 state contracts. In state government, three-fourths of the contracts scheduled for negotiation are in Florida, New Jersey, Michigan and California. Although local contracts are scattered, 43,000 employees will bargain in Philadelphia.

## Telephone communications

Approximately 412,000 workers, 80 percent of the workers under major collective agreements in the industry, are covered by contracts that expire in 1992. They are represented generally by either the Communications Workers or the Electrical Workers, and are covered under contracts with AT&T and six of seven Regional Bell operating companies. Contracts with AT&T, covering 115,000 workers, expire in May. Agreements with the "Baby Bells," covering 272,000 workers, terminate in August, with the exception of a June expiration of the Illinois contract. A contract with one regional company, NYNEX, was reached last year.

## Utilities

Contracts for 106,000 workers in the electric, gas and sanitary services industry are up for negotiation in 1992. The IBEW will represent about 60,000 workers and the Utility Workers will represent 24,000 workers. The largest bargaining units are the Utility Workers for 13,500 workers with Consolidated Edison of New York, and the IBEW for 11,250 workers with Commonwealth Edison in Illinois.

## Wholesale and retail trade

Approximately 189,000 workers in wholesale and retail trade, about 30 percent of those under major agreements, are covered by contracts that expire or have scheduled reopeners in 1992. About 150,000 of the workers are employed in food stores. Contracts covering 38,000 workers representing 12 Food and Commercial Workers locals and the Food Employers Council of Northern California are up for negotiation. On the East Coast, more than 22,000 workers will be represented by the UFCW in negotiations with Giant and Safeway food stores in the Washington, D.C., and Baltimore areas. The Retail, Wholesale and Department Store Union, the Hotel Employees and Restaurant Employees, and the Teamsters represent the remaining workers.

## Beyond 1992

Contracts for approximately 450,000 UAW members in the auto industry will expire in 1993. In 1993, about 80,000 Mine Workers expect to negotiate new contracts. SEIU will negotiate contracts for 60,000 building service workers and 12,000 private-sector health care workers in Los Angeles, along with public-sector contracts for 18,000 workers in Oregon and 12,000 in Massachusetts. AFSCME negotiations for state workers in 1993 include Pennsylvania (59,000), Hawaii (28,000), Wisconsin (26,000), Iowa (20,000), Minnesota (17,000), Nebraska (6,500) and the District of Columbia (6,500). In 1994, the four-year postal agreement covering approximately 550,000 workers will expire. Contracts covering 300,000 railroad workers are due to terminate in 1995.

Continued from Page 9

dition of several new maintenance drugs under the prescription drug program; and an increase in annual allowances for frames (from $17 to $35) and contact lenses (from $55 to $85) under the vision care program.

The Teamsters signed separate but similar three-year master agreements with three associations in northern California's food processing industry covering some 33,000 regular and seasonal workers at several dozen fruit and vegetable processing plants. Health care changes included an increase in the major medical lifetime maximum; the addition of an outpatient mental health plan; the establishment of a cost-effective discount drug plan; and an increase in the dental benefit schedule.

Members of the IBEW unanimously ratified a new two-year contract covering some 9,000 employees at Raytheon plants in Massachusetts. Terms of the contract provide for retention of the health care plan, including the current employee co-payment and deductibles; establishment of a joint committee to study the feasibility of instituting a company network of managed-care hospitals offering discount rates; a new optical plan; and several enhancements in the dental plan.

The new three-year agreement won by CWA and IBEW with NYNEX continues fully paid health care benefits and calls for improvements in the dental plan and the establishment of preferred provider services in specific medical areas.

UFCW members approved a first contract covering 1,800 workers at National Beef Packing Co. The company now pays the full cost of single and family health care coverage; previously, employees paid $30 a week for family coverage. A new sickness and disabilities program calls for up to 10 weeks' benefits of $120 a week in the second year, $160 in the third year, and $180 in the fourth year.

## Parental leave

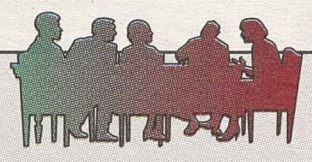
The new two-year agreement between the Newspaper Guild and The Associated Press upgrades the maternity leave policy to include eight weeks of paid leave for female employees after giving birth, a 12-month leave of absence for biological and adoptive parents upon the birth or adoption of a child and coverage of pregnancy-related disabilities for female employees.

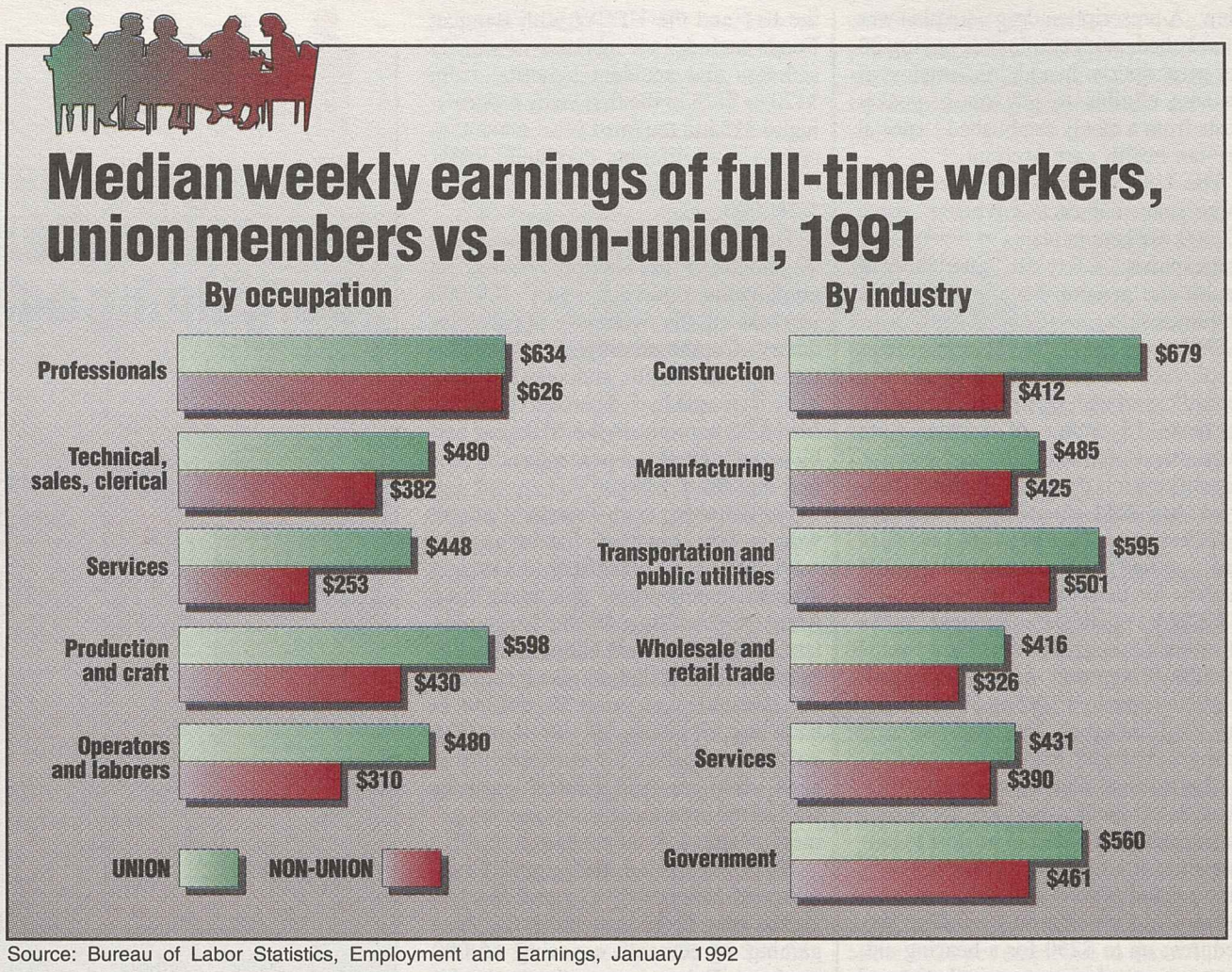
AFSCME and the Cincinnati Board of Education reached agreement on a 30-month contract covering 1,500 school employees that adds paternity leave language. The father of a newborn or newly adopted child receives up to 30 days of unpaid leave. The maternity leave language presently gives mothers up to a one-year leave of absence, with the possibility of an additional year subject to medical reasons.

The USWA's 46-month contract with Newport News Shipbuilding calls for the establishment of unpaid parental and family leave of up to 30 days per year.

## Work rules

The UFCW and Delta Pride Catfish reached agreement on a three-year contract covering 1,300 production workers, mostly black women, at the company's plants in Mississippi. A major issue in dispute was working conditions. Work rule changes included a reduction in the probationary period for new employees, to 60 days; a 15-minute break after 3 hours of work, and another 10-minute break after an additional 7 hours of work; the extension of grievance and arbitration procedures to all provisions of the contract; the establishment of a joint safety committee; and the establishment of unlimited bathroom breaks.






Source: Bureau of Labor Statistics, Employment and Earnings, January 1992

## Job security

Broadcast Employees completed ratification of a four-year master agreement with NBC covering about 2,300 employees in 12 bargaining units. Contract terms included enhanced job security, including requiring NBC to offer buyouts before laying off regular employees, and restricting to no more than 4 percent of the regular staff the number of employees who can be laid off at locations in Chicago, Los Angeles, New York and Washington.

The UAW and Mazda Motor in Flat Rock, Mich., reached agreement on a three-year labor contract covering some 2,900 workers. The contract brings Mazda employees into the auto industry pattern with full wage parity with employees of the Big Three automakers.

The contract renews the company's commitment to job security, calling for the establishment of a "job bank" in which employees who are no longer needed on the assembly line would be assigned to job duties not traditionally included in their job classifications.

Contract language dealing with outside contracting and "insourcing" (use of Mazda employees to do work previously performed by a subcontractor) was strengthened. In addition, the union will be given advance notice of any introduction of new technology; employees will be provided with specialized training; and any unresolved problems arising from the introduction of new technology will be submitted to the problem resolution procedure.

## Worker participation

The Steelworkers and locals of nine other international unions representing workers at two Magma Copper Co. sites in Arizona sealed a pioneering labor agreement that could last for as long as 15 years and eliminates the possibility of work stoppages until July 1999.

Wage increases totaling $1.30 will be paid across the board in the next three years, with additional increases of 25 cents per hour in 1995 and 1996 following any quarter in which the company earns $3.75 million.

In addition, quarterly wage premiums will be paid when the average price of copper is 95 cents per pound or higher. The company also agreed to retain a newly installed gain-sharing program that has involved hundreds of workers on joint union-management committees to develop ways to improve productivity. Quarterly productivity payments to workers in the Sam Manuel mining division averaged $940 after the program's first quarter.

The terms of the agreement are fixed initially for six years, and if either party then wants any changes in economic terms, those changes will be taken up by the Joint Union-Management Cooperation Committee. If the committee fails to resolve the issue, the matter will be referred to a group of union and company officials. If they fail to agree, the dispute will go to an "interest arbitration" panel whose decision will be binding for one year. If at the end of that year, the parties still disagree on economic terms, the binding arbitration process can be invoked by either party for a second year. After that year, if there is still no accord, the agreement will terminate, unless both parties agree to extend it.

The Machinists at Harley-Davidson signed a three-year contract covering some 1,420 production and maintenance workers at the York, Pa., assembly plant. In addition to an immediate wage increase of 6 percent, and wage increases of 4 percent in February 1992 and 1993, the parties agreed to a pay-for-performance plan, with standards of productivity and quality improvements that would be presented to the rank-and-file for approval.

The UFCW and Seattle First National Bank negotiated a five-year contract covering some 4,600 employees working in the state of Washington. The contract, which reportedly covers the largest number of bank employees under a labor agreement, modifies the existing merit pay plan. Employees who either meet or exceed their preset standards will receive merit pay increases each year, ranging from 2 percent to 11 percent of their annual pay, unless they are at the top of the wage level progression.

The UAW and Saturn Corp. agreed to a contract renewal that covers 4,700 workers in Spring Hill, Tenn., and Detroit, which includes a COLA paid quarterly. Saturn workers will earn about 80 percent of the base salary at other GM plants, with the difference made up through bonuses contingent upon meeting quality and production goals.

Some 2,000 ore miners represented by the USWA ratified a new three-year collective bargaining agreement with Cleveland Cliffs Inc. of Michigan. The pact calls for 50 shares of the company's common stock for each employee, and a $500 advance under a new production bonus program tied to production levels.

The agreement between locals of the ILGWU and 47 employer associations in the women's apparel industry includes the establishment of employer payments to a labor-management program to strengthen the industry, two 15-minute breaks for employees on video display terminals and establishment of a procedure for dealing with the effect of new technology on employees and for providing severance pay to workers displaced because of technological change or business reorganization.

## Pay restoration

Under a "snap-back" provision in an interim agreement negotiated by the IAM and about 5,200 passenger service agents at Trans World Airways, pay was restored to the levels existing before hourly pay cuts of $2 were imposed on the then-unrepresented work force in 1985.

## Card-check recognition

Nine months before their contracts were to expire, the CWA and the IBEW won new contracts with NYNEX covering about 57,000 workers for three years.

The company pledge neutrality in union organizing drives and to grant "card-check recognition," with the company voluntarily recognizing the union without a formal representation election if the union collects cards from a majority of workers in a bargaining unit. About 10,000 employees among the NYNEX work force are currently without a union.

## Vacation pay

As part of a two-year agreement negotiated by the IBEW and Northern States Power, about 3,000 employees had the service requirement for 15 days' vacation lowered from 16 to 11 years, and employees with 25 years service are now eligible for 30 days' vacation.

# UNION NEWS

Linda Henson/UAW Solidarity

**Some 20,000 UAW** members and supporters call for fairness for striking Caterpillar workers.

# Mass rally sends message to Cat

**By James B. Parks**

The UAW, buoyed by a massive rally in support of striking Caterpillar workers, met with representatives of the company for the first time in more than a month, determined to preserve traditional pattern bargaining.

Before the latest meeting March 25 in Bridgeton, Mo., UAW Secretary-Treasurer Bill Casstevens warned that the union would stand firm in its bid for pattern bargaining and that it would block attempts by Caterpillar to "starve workers into submission."

"The UAW will defend Caterpillar workers against the effects of the corporation's incessant delaying tactics and foot-dragging in bargaining," said Casstevens, who heads the union's Caterpillar division. "Caterpillar must realize that it will not be permitted to starve its employees into surrender or into accepting less than the parity and equity to which the workers are entitled."

UAW President Owen Bieber reiterated that promise when he told the approximately 20,000 marchers in Peoria, Ill., that workers who have been out on strike for the full 140 days will receive $2,000 each in supplemental strike pay this week. Those who have been out less time will receive pro-rated pay.

The UAW began a selective strike against the giant equipment company Nov. 3. The action has since spread to include about 10,800 workers in four states. At issue is Caterpillar's refusal to accept a contract patterned after one negotiated with Deere & Co.

Caterpillar has rejected the pattern agreement and has proposed massive takeaways, said UAW spokesman Karl Mantyla. The company also has hired the notorious union-busting security firm of Vance International, he said.

The company delayed meeting with the union after it made its "final" offer Feb. 19. The union negotiators had asked for a meeting with management in St. Louis on March 17. But the company claimed its negotiators would be in state agency hearings and in court on issues related to its use of Vance International.

Casstevens claimed that management did not need to be in the hearings and he led a group to St. Louis for the meetings, which never occurred.

Though earlier attempts at mediation failed, the UAW called on Caterpillar to let former Labor Secretary William J. Usery meet with both sides. Usery is now a private labor consultant. The company said it would meet with Usery but would not change its key demands.

The marchers filled the Peoria convention center March 22 to hear organized labor leaders pledge their support for the Caterpillar workers' struggle for dignity and parity. "Today we are here with our bodies. Be assured that when we leave Peoria, our spirit will remain," Bieber said. "We will take the Caterpillar story throughout this country."

AFL-CIO President Lane Kirkland, in a message to the strikers, pledged the "strongest support and solidarity of your union brothers and sisters . . . You are asking for nothing more than fair treatment from this company in return for your years of hard work and loyalty. You have every right to that fair treatment and every right to stand strong until you win it."

The march strengthened the strikers' resolve to stay out until they win the type of contract they can live with. "It gives you a sense of purpose, like you're not in this all alone," said Greg Browning, a striking member of UAW Local 974.

Speakers at the rally included Machinists President George Kourpias and Letter Carriers President Vincent Sombrotto. Other speakers were William Stodghill, vice president of the Service Employees; Richard Walsh, president of the Illinois AFL-CIO; Edwin A. Maepe of South Africa's National Union of Metal Workers, as well as representatives from the Ladies' Garment Workers, AFSCME and the Teachers.

# BCT negotiates 3-year pact at Philip Morris

Members of the Bakery, Confectionery and Tobacco Workers agreed to a new three-year contract with Philip Morris that includes $2,000 lump sum bonuses in the first two years and a 3 percent wage increase in the third year.

The settlement, which covers more than 8,700 hourly employees at four Philip Morris plants, called for the lump sum bonus on Feb. 1, 1992 and Feb. 1, 1993, with the 3 percent wage increase kicking in Feb. 1, 1994. The average hourly wage rate under the prior agreement, which expired Jan. 31, was about $18, said BCT Vice President Bob Curtis.

The contract applies to workers at two plants in Richmond, Va., one in Concord, N.C., and one in Louisville, Ky. The agreement is effective through Jan. 31, 1995.

The union and the company agreed to extend until 1997 a separate long-term agreement, which was due to expire in 1994, Curtis added. This agreement calls for the parties to refrain from strikes or lockouts in the event of an impasse in negotiations. Unresolved issues are to be submitted to arbitration.

The agreement establishes a new managed care medical plan administered by Cigna. However, the company will continue to offer coverage through the existing Blue Cross-Blue Shield plan, which requires that employees pay 20 percent of major medical costs after satisfying the annual deduction.

Those who choose the managed care option can still seek treatment outside the network of designated providers, but will have to pay the difference between what Cigna pays and what would be billed by Blue Cross-Blue Shield, Curtis explained. In addition to the financial incentive, the new managed care option also includes a number of enhancements, such as a prescription drug card with a $7 deductible and a flat $10 charge for doctor office visits.

Union members retiring after Feb. 1 will receive an increase in average pension benefits to $45 per month per year of service, from $38 per month.

In addition, the temporary disability benefit is increased each year by $20 per week, going to $400 from the current $340 per week.

**Nearly 10,000** workers and their families rallied at Atlanta's stadium March 14, emphasizing that the way to keep good jobs and a strong nation is by buying American-made goods. The rally, organized by UAW Local 10, opened with a caravan of thousands of U.S.-made cars that circled the city, escorted by local and state police. A similar demonstration is planned for April 11 in Peoria, Ill.

Elizabeth Wilson/Georgia AFL-CIO

## UNION-MADE WORK CLOTHES

| UNION | COMPANY | ITEM |
|---|---|---|
| ACTWU | Angelica Uniforms Inc. | Angelica scrub suits |
| | Artistic Creations | Artistic Creations smocks |
| | Jay Garment Co. | Big Mac coveralls, jeans, pants, shirts |
| | Big Yank Corp. | Big Yank jeans, pants, shirts; Fairway jeans; Sport Abouts jeans; Tour De France jeans |
| | Brew Apparel, Inc. | Brew Apparel hospital uniforms |
| | Butwin Sportswear Co. | Butwin airline and school jackets, school uniforms |
| | Caleb V. Smith & Sons, Inc. | Caleb V. Smith coveralls, uniforms |
| | Choctaw Mfg. Co. | Choctaw jumpers, pants |
| | Colt Ent. Inc. | Colt pants |
| | Cowden Mfg. Co. | Cowden jeans, overalls, pants |
| | Reltoc Mfg. Co. | Cutler jeans |
| | Elder Mfg. Co. | Elders jeans, Elderado jeans, Tom Sawyer jeans |
| | Euclid Mfg. Co. | Euclid flame-retardant and lint-free uniforms, shop coats, coveralls, jackets, jeans, pants, smocks; Vidaro shop coats, jeans, coveralls, pants, smocks |
| | Eudora Garment | Eudora hospital uniforms |
| | Lake Village Ind. | Fashion Seal hospital apparel |
| | Superior Surgical Mfg. | Fashion Seal coveralls, smocks, hospital gowns and uniforms |
| | M. Fine & Sons | Fines shirts |
| | Fyrepel Products, Inc. | Fyrepel industrial suits |
| | Gross-Galesburg Co. | Gross coveralls, jackets |
| | Texas Apparel Co. | Gap jeans, Rock Bottom jeans, Roebuck jeans, Sheplers jeans, Thumbs Up jeans, Toughskin jeans |
| | Jos. Rogow & Sons | J. Rogow laboratory coats |
| | Jay Garment Co. | Jay coveralls |
| | Jomac Products Inc. | Jomac industrial rainwear |
| | Lee County Mfg. | Lee uniforms |
| | McGehee Ind. | Martin Coveralls; McGehee tunics, jackets |
| | OK Uniform Co. | OK Uniform industrial aprons, jackets, pants, shirts |
| | Ottenheimer & Co. | Ottenheimer uniforms |
| | Unitog Co. | Our Best insulated coveralls; Unitog shop coats, jeans, coveralls, pants, shirts |
| | Prairie Mfg. | Prairie jeans, uniforms |
| | Progressive Uniform Mfg. | Prime Cut overalls |
| | Protexall, Inc. | Protexall coveralls, quilted jackets, pants, shirts |
| | Seagoing Uniform Co | Seafarer military dungarees |
| | Canton Mfg. | Universal jeans |
| | Portland Glove Co. | Wells/Lamont leather aprons |
| | Granby Mfg., Mid South Mfg. and Laurel Ind. Corp. | Workwear pants |
| | Madewell Mfg. | Madewell of New Bedford coveralls, men's jeans |
| | Bayly Corp. | Bayly men's jeans |
| | BTK Ind., Inc. | Bill Blass men's and boy's jeans |
| | Farah Mfg. Co., Inc. | Farah jeans |
| | Command Enterprise Corp. | Command smocks |
| ILGWU | American Apparel, Inc.; Berkley; VT Fashions, Ltd. | Uniforms |
| | Clever Maid | Uniforms, career coats, suits and jackets |
| | Demoulin & Co.; Hatillo Apparel Corp.; Rand & Rand, Inc.; United Uniform | Uniforms, career accessories |
| | Felco Athletic Wear | Jackets, caps |
| | Panache, Thermal Dimensions | Thermal outerwear |
| | Rainfair, Inc. | Outerwear |
| | Wallace Apparel, Inc.; Together Crafts, Inc. | Jeans |
| | Windjammer, Inc. | Sweatshirts, T-shirts, caps |

# UAW, ALPA plan conventions

The UAW's triennial convention, scheduled for San Diego June 14-19, was among several conventions omitted from the Convention Calendar that appeared in the Jan. 6 issue of the AFL-CIO News.

In addition, the Air Line Pilots will hold its convention Oct. 19-26 in Bal Harbour, Fla.

State federations with conventions include: Montana, June 14-19, in Billings; Oregon, June 18-19, in Portland; North Carolina, Aug. 9-11, in Raleigh; West Virginia, Aug. 19-21, in Charleston, and Georgia, Oct. 21-23, in Rome.

The AFL-CIO News will publish an updated calendar later this year.

# BLE seeks arbitration; rail clock ticks down

**By Candice Johnson**

The Locomotive Engineers have voted to arbitrate a longstanding contract dispute with Consolidated Rail Corp., while the clock winds down on the 30-day cooling off period set by the National Mediation Board.

The BLE polled local union chairmen in approving the binding arbitration proposal offered by the NMB and accepted by Conrail. The Maintenance of Way Employees, also covered by the cooling-off period that ends April 4, have rejected the arbitration route. The contract disputes have been ongoing for more than three years.

BLE contract issues to be determined by arbitration include wages, personal vacation days and allowances for engineers on reduced crews. Health and welfare concerns were addressed in the presidential emergency board settlement imposed by Congress last year. BLE represents about 2,500 Conrail engineers.

The same 30-day clock is winding down in the Machinists' nationwide dispute with major freight carriers, and in fruitless contract talks for the IAM and several other rail unions with Amtrak. Members of those unions will be free to strike at midnight on April 4.

In other rail industry developments:

- CSX Corp. has dropped its lawsuit charging rail unions with secondary picketing after the nine unions pledged to withdraw from all union-management cooperative programs at the carrier.

The company re-evaluated its position after recognizing the impact of the unions' withdrawal from the programs, the carrier said. Cooperative efforts include safety committees, drug and alcohol abuse prevention, and a safety program for students.

CSX filed the suit after unions honored picket lines set up by striking Transport Workers last year at the Pittsburgh and Lake Erie railroad.

- Transportation Communications Union President Robert Scardelletti called on Congress to require the Interstate Commerce Commission to hold a public hearing on the proposed takeover of the Green Bay and Western and Fox River Valley railroads to a subsidiary created by an anti-union carrier, the Wisconsin Central.

Scardelletti noted that because the subsidiary is not considered a carrier, employees would have no labor protections and would lose seniority, bidding, layoff and other rights.

# NLRB rules AHP plant owes back pay to OCAW workers

**Elkhart, Ind.**

Nearly 600 former workers at American Home Products' Whitehall Laboratories plant could receive at least two weeks back pay after an administrative law judge ruled that the company violated labor laws by shutting down the facility without bargaining with the union over the effects of the closing.

Meanwhile, the Oil, Chemical and Atomic Workers have filed a $1 billion suit against the company charging that it eliminated U.S. jobs to take advantage of tax breaks by shifting production to Puerto Rico.

"American Home is paying dearly for its arrogant streak of lawbreaking," said Connie Malloy, president of OCAW Local 7-515.

Federal law requires employers to bargain over severance pay, retraining assistance and other issues during a plant shutdown. But when the union sought negotiations, American Home Products threatened an early shutdown of the Whitehall plant, noted National Labor Relations Board Judge John H. West. The company also refused to recognize the union president and wrongly laid off 25 workers in retaliation over a visit by a documentary filmmaker.

American Home announced in November 1990 that it would close the Whitehall plant and move production to Puerto Rico. The OCAW class-action suit claims the company abused the U.S. Tax Code Section 936 which grants U.S. corporations 100 percent tax credits on profits made by Puerto Rican subsidiaries.

The AFL-CIO Executive Council in 1991 urged Congress to deny the tax break to companies that use it to shut down U.S. factories and transfer jobs. The council said Congress should enact more effective development programs and long-range economic strategies for the territories and Puerto Rico rather than "these back-door gimmicks."

# UAW members gain LTV pact

Some 5,000 workers in LTV Corp.'s aerospace and defense division ratified a new five-year contract calling for an immediate 3 percent wage increase and a new health care program.

The contract was approved by 90 percent of the members of UAW Local 848 and covers the company's two plants in Dallas and Grand Prairie, Texas. The old contract expired March 1.

The new agreement "is good for our members and good for the long-term health of the company," said Local 848 President Carroll Butler.

Under the contract, the workers will receive an immediate 3 percent wage hike along with lump-sum bonuses of 4 percent of annual pay this year and 3 percent in each of the next four years. Additional wage increases of 2 percent are called for in 1994, 1995 and 1996.

Employees will receive a 50-cent-per-hour increase in 1993 to offset the cost of a new dependent coverage contribution of $20 a week. Employees without dependent-care coverage will continue to receive full company-paid benefits and the 50-cent increase. The coverage is part of a new managed care health program currently in place for salaried employees and extended to the workers in 1993.

The agreement also adds Dr. Martin Luther King's birthday as a holiday beginning in 1996, plus a shutdown for Christmas.

LTV has proposed selling the division as part of its bankruptcy reorganization. The Vought Corp., jointly owned by Martin Marietta Corp. and Lockheed Corp., has agreed to buy it. The contract contains a successor clause that will maintain the terms of the agreement under the new ownership, Butler said.

# Connecticut workers rally to save jobs

**Continued from Page 1**

our government have surrendered,'' he said. ''They no longer struggle to be competitive, they compete to be destructive... which one can make the deepest cuts, which one can wreak the most havoc on their workers and their families.''

Burnsky charged that the White House decision on the Seawolf is a betrayal of both taxpayers and workers.

''Either Mr. Bush is kidding himself, or his accountants are lying to him, or both,'' Burnsky said. ''The government will lose an estimated $1.2 billion by canceling the Seawolf and have nothing to show for it except maybe the unemployment lines snaking around Connecticut.''

Kenneth DelaCruz, president of the New London MTC, also cited congressional testimony of Electric Boat officials, who noted that the cancellation would affect 5,000 vendors of high-tech equipment used in the Seawolf. Those vendors employ some 50,000 workers in 48 states, he pointed out.

Other speakers at the rally included Boilermakers President Charles W. Jones, President John Kelly of the Office and Professional Employees, Sens. Christopher Dodd (D-Conn.) and John Chafee (R-R.I.) and Reps. Sam Gejdenson (D-Conn.) and Jack Reed (D-R.I.).

Members of 11 unions will be affected by the Seawolf shutdown. They are the 10 affiliates of the New London MTC: Electrical Workers, Machinists, Boilermakers, Plumbers and Pipefitters, Painters, Molders, Laborers, OPEIU, Teamsters and Carpenters, as well as the UAW.

Testifying before a House Armed Services subcommittee, AFGE's Sturdivant said the pending reduction in force (RIF) of 116,000 government workers expected with the closing of military installations is ''only for openers, and we expect that number to be substantially higher by the end of the 1990s.''

To ease the harsh impact on workers and their communities, Sturdivant reiterated labor's call to develop effective retraining and job placement programs, as well as stepped-up retirement schedules.

Sturdivant also called for assisting affected communities in the conversion of the installations to non-defense industry and other uses, employing current DOD employees on a voluntary basis for the environmental cleanup of the bases and extending health care coverage of laid-off workers.

Bill Burke/Page One Photography

**Connecticut shipyard** workers rally to save the Seawolf submarine fleet and their jobs.

# Program builds on investment strength

**By James B. Parks**

Solidarity and labor growth can be helped by the investment strength of union pension funds, says Stephen Coyle, the new chief executive officer of the AFL-CIO Pension Investment Program.

The funds can contribute to solving the nation's economic woes by investing in projects that create good jobs and increase union resources, Coyle said.

''The silence should end,'' Coyle said. ''Union pension funds have been passive too long.''

The Pension Investment Program includes both the Housing Investment Trust and the Building Investment Trust. The funds provide competitive returns for its pension and benefit fund investors by financing union-built projects.

That success was borne out in a report to the AFL-CIO Executive Council in February by Coyle's predecessor, Floyd Hyde. At the end of 1991, the HIT had net assets of $528.7 million and a net rate of return of 14.29 percent. The much younger BIT had assets of about $170 million with a return of 8 percent a year for its three years of operation, Hyde said.

Coyle has begun a three-year strategic plan to bolster the programs' portfolio from about $700 million to at least $1 billion. That plan relies heavily on more investment from union pension funds, he said.

Coyle, who also reported to the council, said that ''by 1995, I hope I can say that the pension funds of men and women in organized labor have helped to create jobs, housing and economic opportunity for their neighbors while providing a guaranteed return.''

HIT is creating new union jobs in areas where there previously were none, Coyle said. Under a new program, HIT will provide up-front financing for construction of single-family residences if the non-union contractor switches to union labor, Coyle said. Already, HIT has received applications for projects worth about $100 million in four states, he said.

Coyle also will seek to expand the programs' network of contacts and partners in the housing market. Coyle, who headed the Boston Redevelopment Authority before taking the pension investment post, said he plans to establish more relationships with mayors, governors and state housing finance agencies.

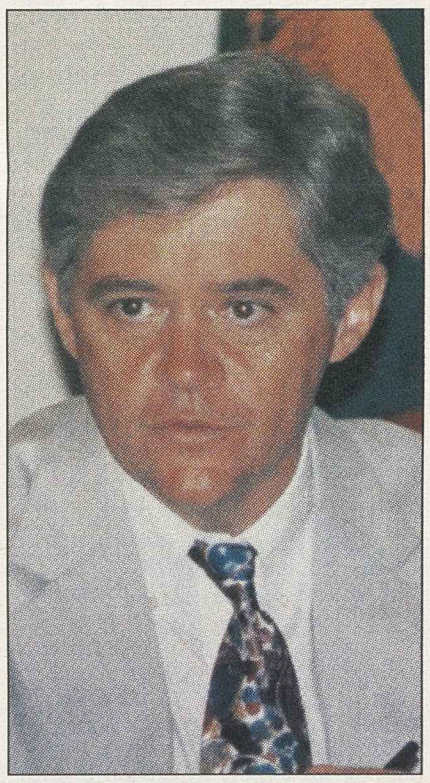
The HIT recently closed its first loan in its Local Housing Partnership Program with an agreement to finance Phase III of Westminster Apartments in St. Louis.

The trust is providing $927,000 that will roll over into a permanent loan for the construction of seven buildings in a once-blighted neighborhood. Members of unions affiliated with the St. Louis Building and Construction Trades Council will perform the construction work.

Coyle said the HIT will explore forming corporations between unions and non-profit organizations to build affordable housing. Such a program would keep the HIT involved in affordable housing for the long term and help bridge gaps between labor and some non-profit organizations, he said.

Coyle said he is negotiating with city officials in Washington and Atlanta for possible demonstration projects. Atlanta could be a demonstration site for another new project in housing rehabilitation, Coyle added.

As for the BIT, Coyle said he hopes also to diversify the portfolio and to move from projects such as warehouses to projects that create jobs, stimulate development and economic activity.



**Stephen Coyle:** Seeks to bolster unions and economy.

# Education conference finds modern parallel to historic strike

**Pittsburgh**

The annual labor and college educators conference used the lessons of labor history in focusing discussions on the role of unions in a changing workplace.

The 100 participants boarded a boat for a trip down the Monongahela River to the site of the Homestead steel strike, and later found parallels from that historic confrontation to the Steelworkers dispute with Ravenswood Aluminum Corp.

The conference, sponsored by the AFL-CIO Department of Education and the University and College Labor Educators Association, also focused on methods to better coordinate the resources of colleges and unions to ensure that workers' voices are heard, especially in light of university and state budget concerns.

A century ago, in June 1892, workers at the Carnegie Co. mill — members of the Amalgamated Association of Iron, Steel and Tin Workers — fought to protect their wages and working conditions at a time when employers were cutting pay and extending hours.

The union workers won a battle against the company's hired Pinkerton guards on July 6, but lost the war as Carnegie and steel chief Henry Clay Frick smashed the strike and the union — but just for a time.

David Demarest, a professor at Carnegie-Mellon University, and Ed Salaj of the Steel Valley Authority recounted the events of the tragic Homestead strike, telling educators how the workers kept the Pinkertons on the barges for more than 12 hours before the guards surrendered.

But Frick regained control of the mill, replacing the union workers, and immediately cut wages while setting a 12-hour day.

Conference participants likened that fight to the present-day battle in Ravenswood, W.Va. USWA Vice President George Becker, in a keynote address, pointed out similarities in the unions' battles against wealthy industrialists — Carnegie at Homestead and Marc Rich at Ravenswood — as well as the tactics of intimidation used by both companies.

In an earlier session for union educators, participants heard an overview of the legislative schedule, with a discussion of how some issues may effect the November elections, as well as a discussion on polling.

Pennsylvania AFL-CIO Executive Vice President Judith Heh outlined some of the elements that contributed to Sen. Harris Wofford's successful campaign, crediting cooperation among unions and allies.

# ECONOMY

## Economy flashes fragile signs of revival while layoffs persist

By John R. Oravec

Fragile buds of a spring thaw have emerged in the frost-bitten U.S. economy with a slight pickup in housing starts, retail sales and industrial production, even as new claims for unemployment benefits continue to run close to 2 million a month.

Many of the same signs of recovery from the lingering Bush recession that surfaced early in 1991 had White House and Wall Street economists jumping for joy before the comeback petered out long before year-end.

The skeptical public did not buy official exuberance as consumer confidence plummeted and the stagnant economy staggered to its 21st straight month in the doldrums.

For workers, the bottom line is jobs, labor economists point out. With the "official" jobless rate at 7.3 percent, the highest in seven years, recovery will not emerge until employers end the spate of mass layoffs and begin expanding payrolls.

Pockets of depression-level unemployment with jobless rates in the double digits continue to plague more than a dozen key metropolitan areas.

Some Federal Reserve officials welcomed the gains in retail sales and residential construction, but have expressed concern about manufacturing and employment. On top of that, the rise in long-term interests rates since January could undercut the pickup in housing sales and home construction. They also were apprehensive about the rise in the value of the dollar that could make U.S. exports costlier.

### Exports decline

One bright spot in the economy last year was the narrowing of the merchandise trade deficit to $66.2 billion as exports grew to a record $421.6 billion. But in the January report, the Commerce Department said exports have declined for three months in a row. And with the prospects of a worldwide recession mounting, analysts said the outlook for export expansion is dim.

January's overall trade deficit, seasonally adjusted, amounted to $5.8 billion with exports of $35.5 billion and imports of $41.3 billion.

The continuing imbalance in manufactured goods, amounting to $5.6 billion before seasonal adjustment, accounted for most of the overall deficit. Imports totaled $32.3 billion, compared with exports of $26.7 billion.

In trade with individual countries, the United States posted deficits of $3.8 billion with Japan, $1.7 billion with China, $0.7 billion with OPEC and $0.2 billion each with Canada, Brazil, Hong Kong and Singapore.

### Housing starts rise

Housing starts increased 9.6 percent in February to an annual rate of 1.3 million units, still far off the pace of past years, despite posting gains in 10 of the past 12 months.

The pickup in single-family homes more than offset continuing declines in apartment construction, the Commerce Department reported. Applications for building permits rose 4 percent.

### Industrial production up

After declining in each of the three preceding months, industrial production rose 0.6 percent in February, the Federal Reserve reported. A rebound in the depressed automotive sector accounted for about half of the increase.

The factory operating rate increased 0.4 of a point to 77.4 percent over the month. Even so, factory use was 1 percentage point below the rate of last summer, the highest mark in the short-lived upturn of 1991.

### Durable goods orders slip

Orders for durable goods slipped 0.1 percent in February to $120.5 billion, the second decline in three months, the Commerce Department said. a 19.4 percent plunge in the defense sector was the prime cause of the decline.

The big-ticket factory orders rose 2.4 percent in January after dropping 5 percent in December. As a key barometer in future output and factory jobs, orders for durable goods are down substantially from the high water mark of $134.4 billion in December 1988.

### Prices edge up

Declines in energy prices and transportation fares offset sharp increases in the costs of apparel and medical care as the consumer price index for urban wage earners (CPI-W) edged up 0.2 percent in February. The index for all urban consumers (CPI-U) rose 0.3 percent.

The Bureau of Labor Statistics reported that clothing prices jumped 1.1 percent over the month with the introduction of the spring and summer lines of apparel.

Medical care costs surged 0.9 percent last month and continued to climb faster than any other component in the index. Over the last 12 months, health care costs shot up 7.9 percent.

Prices at the gas pump declined 0.7 percent in February and were down 6.9 percent over the year. Public transportation fares eased by 0.3 percent, reflecting lower prices for airline tickets.

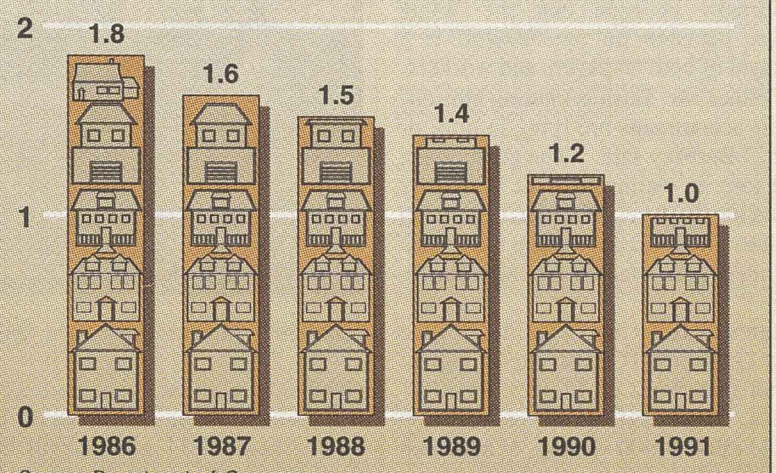
Meanwhile, real spendable weekly earnings of the average worker rose 1.2 percent in February after declining 0.7 percent in January. BLS attributed the improvement to a 1.2 percent rise in weekly hours, coupled with a 0.3 percent gain in average hourly to offset the 0.2 percent rise in the CPI-W.

Real weekly earnings were 1.3 percent ahead of a year ago, BLS said. But in the longer run, workers' real pay lags well behind the rise in prices, AFL-CIO economist Anne Draper noted. In February, real wages were 5.2 percent below 1981 and 5 percent below 1987.

## Significant statistics

### Housing starts still lag

*In millions, 1986 - 1991*




Source: Department of Commerce

New home construction has fallen sharply during the past six years, slipping to just about 1 million units in 1991, the slowest pace in 46 years. Housing starts in February rose to an annual rate of 1.3 million, but still are far below historical levels. In 1972, for example, 2.4 million new housing units were built. In 1978, there were 2.0 million starts. One reason for the drop in construction is that many working families simply cannot afford the cost of a new home. Also, federally subsidized housing has been slashed during the Reagan-Bush administrations -- from 183,000 unit starts in 1980 to only 16,000 in 1990.

| Foreign trade deficit | |
|---|---|
| January (all merchandise) | -$5.8 billion |
| Manufactured goods | -$5.6 billion |

| Consumer Prices | |
|---|---|
| February CPI-W | +0.2 percent |
| Medical care | +0.9 percent |

| Initial UI claims | |
|---|---|
| Week of March 14 | |
| Seasonally adjusted | 447,000 |
| Change over week | +15,000 |

| Retail sales | |
|---|---|
| February | |
| Seasonally adjusted | $157.7 billion |
| Change from January | +1.3 percent |

| Industrial production | |
|---|---|
| February | +0.6 percent |
| Factory operating rate | 77.4 percent |

AFL-CIO NEWSGRAFIC

## Study documents value of job creation to spur economic recovery

Government jobs-creation programs work.

They proved their usefulness in past recessions and they are desperately needed now to ease the plight of millions of unemployed Americans while spurring economic recovery.

Those are the conclusions of economic analysts Sar A. Levitan and Frank Gallo of George Washington University's Center for Social Policy Studies in "Spending to Save: Expanding Employment Opportunities."

Their study found that the benefits of jobs-creation efforts definitely surpass the costs of the programs.

"Past experience demonstrates the potential value of jobs programs in reducing joblessness, replacing welfare with work, combatting recessions and supplying needed services," they say.

Levitan and Gallo note that reliance on public jobs-creation in response to recessions or high unemployment was once a national tradition — because it worked in economic downturns over the past three decades.

At their peak in the late 1970s, jobs programs significantly reduced unemployment as well as expenditures for unemployment insurance and welfare subsidies, the study said.

Effective jobs-creation programs bring immediate dividends, even in the depths of a recession.

"The wages paid by jobs programs replace a portion of welfare disbursements and unemployment insurance payments," the study points out. "Subject to income taxes, the wages directly return money to government treasuries. The services and public works supplied through subsidized jobs provide useful and sometimes enduring benefits to society."

The lingering recession should rouse Congress into action on a jobs program that can be legislated under an emergency provision of the 1990 federal deficit reduction law, Levitan and Gallo suggest.

Dealing with the federal deficit is essential, "but the needs of the unemployed and welfare recipients remain compelling and should not be ignored," the writers suggest.

"Arguments that jobs-creation efforts will not be needed once the recession is 'officially' over are flawed. While Bush administration economists project the current recession will be short and shallow, they also predict that unemployment will not drop significantly until 1993."

The dire need for jobs creation as spelled out by Levitan and Gallo is borne out by news stories in recent months documenting the plight of the jobless and under-employed:

- In Chicago, several thousand job-seekers stood in line for three days for 500 openings at a new Sheraton hotel.
- In San Francisco, 15,000 applications were issued for just two immediate openings with the city's bus and trolley system.
- In Kansas City, 29,000 persons applied for 100 production line jobs at a Ford Motor Co. assembly plant.

— John R. Oravec

## Newsmakers

Teamsters President **Ron Carey** has appointed **David Mitchell** as executive assistant. Mitchell, 42, is a former UAW public relations director who since 1986 has been a partner in the Washington firm of Greer, Margolis, Mitchell and Grunwald. Mitchell designed the "right way to economic development" campaigns used by the AFL-CIO against right-to-work initiatives in Oklahoma and New Mexico. Carey also named **Ed Burke** as a special assistant. Burke, a former organizing director and assistant to the president at the Mine Workers, was director of Carey's successful campaign for IBT president.

**Jean-Bertrand Aristide,** the exiled president of Haiti, was honored at a March 18 reception in Washington, D.C., sponsored by the AFL-CIO, the National Rainbow Coalition and several other community groups. Ladies' Garment Workers President **Jay Mazur** was a featured speaker.

**The Cleveland Cavaliers** will hold a "Ravenswood Solidarity Night" when they host the Charlotte Hornets in a National Basketball Association game Thursday, April 9. Four dollars from every ticket sold will benefit the 1,700 Steelworkers who have been locked out for 16 months and "permanently replaced" by the Ravenswood Aluminum Corp.

Communications Workers telephone operators protested AT&T's layoff plans by standing up at their work stations for 15 minutes at 11 a.m. on March 12. The silent protest coincided with a meeting between CWA and AT&T officials. Operators also thank customers for using a live operator. CWA Vice President **James Irvine** has characterized the AT&T plan to lay off 6,000 operators as an intimidation ploy as the union and company prepare to begin bargaining.

### AWARDS

The National Conference of Christians and Jews awarded its 1992 National Brotherhood Citation to **Kenneth Young** for his "outstanding contributions in improving human relations." Young retired at the end of 1991 as executive assistant to AFL-CIO President **Lane Kirkland.** As a labor lobbyist and the federation's legislative director, Young was instrumental in the passage of the Fair Housing Act and other vital social legislation, such as civil rights, Head Start, voting rights, education and job training.

Actors' Equity Association has selected **Joseph Papp/New York Shakespeare Festival** as the recipient of their fourth annual Rosetta LeNoire Award for his non-traditionalist approach to casting. The presentation will be on April 10 at Equity's national membership meeting in New York.

The University and College Labor Educators Association named the annual career achievement award winners during the UCLEA's conference in Pittsburgh March 16-21. **Alice Cook,** professor emeritus at Cornell University received one of this year's awards. Honored posthumously were **Walter G. Davis, George Guernsey** and **Otto Pragan,** all of the AFL-CIO Department of Education; **Miles Horton,** who established the Highlander School in New Market, Tenn.; and **Art Carstens** of Rutgers University.

**Joseph Sweeney,** a member of the Plumbers and Pipe Fitters and a World War II prisoner of war, was honored by the Ebasco Services Inc. for his work on the Riverside Power Plant in Shanghai, China, in the early 1940s. Joining in the awards ceremony was UA President Marvin J. Boede. Ebasco helped secure Sweeney's release from internment in China.

### DEATHS

**Dean Ruth,** former editor of the Machinist newspaper, died March 12 after surgery for cancer at George Washington University Hospital in Washington.

Ruth, who was 79, had been a member of both the Newspaper Guild and the Television and Radio Artists. He was a political writer for Congressional Quarterly before joining the Machinist.

IAM President George Kourpias recalled Ruth as a communicator who brought issues to life for workers. "Whether it was an organizing drive, a legislative appeal or a political campaign, Dean Ruth provided workers with their most important tool — information. He presented it in a way that inspired them to action."

He was associate editor of the Machinist for 24 years and editor for a year before he retired in 1976. The Machinist was a weekly during most of Ruth's tenure and one of the movement's most honored publications in journalism awards.

Ruth also served as a vice president of the International Labor Communications Association.

A native of Cincinnati and a graduate of Oberlin College, Ruth served in the Army Air Corps during World War II. Survivors include his wife Margaret and a daughter, Danielle Pierpont. A memorial service was held March 20 in Washington.

**Martin B. Durkin,** retired engineering and maintenance superintendent at the George Meany Center for Labor Studies, died of cancer March 16 at his home in Bethesda, Md. He was 69.

Durkin, a 50-year member of Plumbers and Pipefitters Local 602, joined the AFL-CIO staff in 1958 as building manager of the federation headquarters. He moved to the Meany Center in 1975 and supervised the construction of new facilities.

Durkin retired in 1983, but returned to oversee the construction of the Meany Archives building, which was dedicated in August 1987.

Durkin's father, former Plumbers and Pipefitters President Martin Durkin, was named secretary of labor by newly elected President Dwight Eisenhower in 1953, but resigned soon afterwards in a policy dispute.

Durkin is survived by his wife, Mary, eight children and 18 grandchildren. Services were held March 18 in Bethesda.

**Jerald R. Schultheis,** research director of the Eastern Conference of Teamsters for 31 years, died of cancer March 13 at his home in Beltsville, Md.

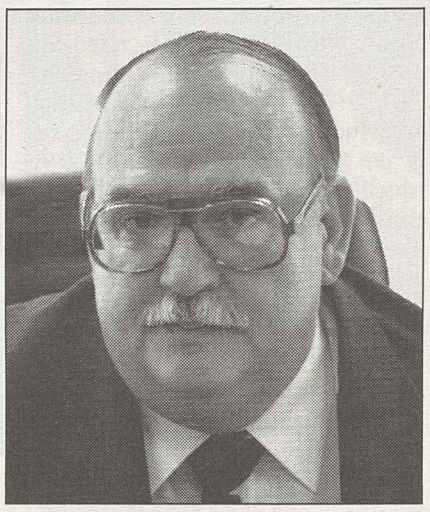
Schultheis, who was 55, had been a longtime member of IBT Local 922 and was the past president of the Washington chapter of the Industrial Relations Research Association.

Earlier, he studied at St. John's University in Collegeville, Minn., and the Georgetown University School of Foreign Service.

He is survived by his wife Beth and four children. Services were held March 18 in Silver Spring, Md.

# Charles Gray succeeds Tom Kahn as international affairs director

Charles D. Gray has been appointed by AFL-CIO President Lane Kirkland as director of the federation's Department of International Affairs to succeed Tom Kahn, who retired because of ill health.



Charles D. Gray

Gray, 63, has been executive director of the Asian-American Free Labor Institute since 1985 and also serves as the U.S. Worker Delegate to the International Labor Organization.

Gray, a member of the Food and Commercial Workers, has been working for the labor movement since 1954. He moved to Europe in 1959 to serve on the staff of the International Federation of Commercial, Clerical and Technical Employees, and later became assistant secretary-general of that international trade secretariat before joining AAFLI in 1971.

"Chuck is experienced in a wide field of endeavors — and has done every one of those jobs well," Kirkland said. "Tom Kahn's illness leaves us all with a great sense of sadness. He directed our international work at a time of great change and great challenge for workers around the world and left an enviable record that Chuck will build on."

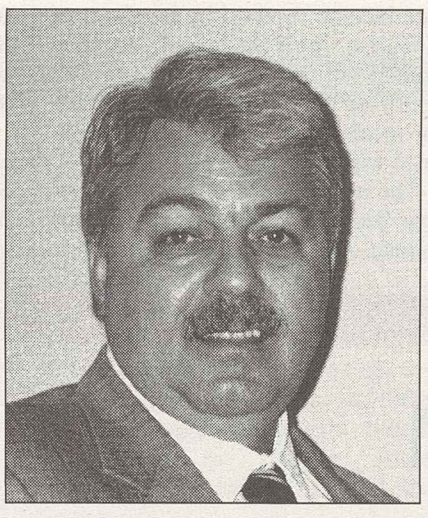
Gray was named U.S. Worker Delegate to the ILO last year, succeeding Jim Baker, now Kirkland's executive assistant and former AFL-CIO European Representative.

Kahn retired on a disability pension March 16. In a letter to Kirkland, Kahn said "my health doesn't permit me to continue as director of the International Affairs Department and I believe that the responsibilities of that department during these times require a strong hand at the helm."

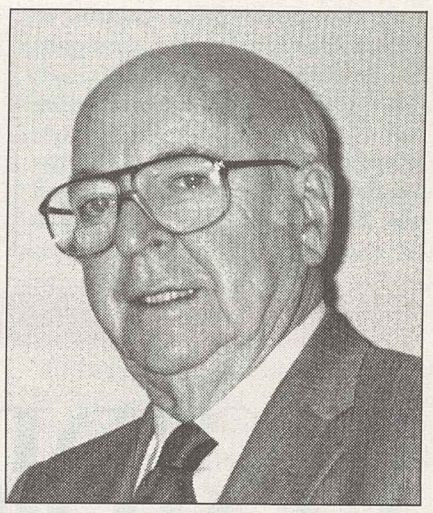
Kahn, 53, came to the AFL-CIO as an assistant to the president and served in that capacity until he was named international affairs director in 1986.

Kahn was executive director of the League for Industrial Democracy and chief speechwriter to Sen. Henry M. "Scoop" Jackson before coming to the AFL-CIO. Kahn began his career in close association with civil rights leader Bayard Rustin and was first assistant to him when Rustin was coordinator of the 1963 March on Washington.

As AFL-CIO international affairs director, Kahn mounted an effective outreach program — including a speaker's bureau, regional conferences and new publications and newsletters — to explain labor's foreign affairs programs to local officers of U.S. unions.



Frank Hurt



John DeConcini

# DeConcini to retire from BCT; Frank Hurt elected to head union

John DeConcini will retire as president of the Bakery, Confectionery and Tobacco Workers, effective Oct. 1, he told the union's executive board on March 13.

DeConcini nominated, and the board approved, the election of Frank Hurt, currently the secretary-treasurer, to serve as president until the union's convention in 1994.

DeConcini, 73, who also serves as chairman of the Federation's Labor Committee for a Free Cuba, said he will complete his term as a vice president on the AFL-CIO Executive Council, which expires during the federation's 1993 convention.

He also will continue as chairman of the union's health and benefits and pension funds trustees.

"Naturally I make this announcement with some sadness, as I have served this union, which I love dearly, for more than 51 years," DeConcini said. "But there comes a time to step aside and let a new generation of leadership take over. Now is the time."

Hurt, 53, had served as BCT director of organization and executive vice president before becoming secretary-treasurer.

A trade unionist for more than 36 years, Hurt has been at BC&T headquarters since 1982.

The executive board elected Gene McDonald to succeed Hurt as secretary-treasurer. McDonald, 36, has been a member of the union for 15 years and currently serves as executive vice president.

David Durkee, 38, was elected executive vice president. Durkee was appointed director of organization in August 1990 and previously served as international representative.

He also served, from 1988 to 1990, as chairman of the BCT Task Force on Youth Involvement.

# Court backs AFGE on honoraria

By Sharolyn A. Rosier

A congressional ban on honoraria for federal workers is unconstitutional, a federal court has ruled.

Judge Thomas Penfield Jackson of the U.S. District Court of the District of Columbia ruled that the provision of the Ethics Reform Act of 1989, which affects 2.1 million federal employees, violated their First Amendment right to free speech.

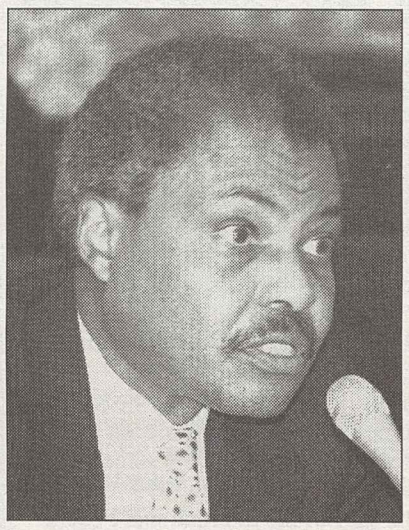
Government Employees President John Sturdivant hailed the ruling, noting that "In its efforts to clean its own house, Congress wrongly swept away federal workers' constitutional rights to free speech and the ability to supplement their incomes."

Jackson, ruling in a suit brought by the AFGE and other federal employees, said he recognized that Congress's intent was to promote integrity and public confidence in the federal government, but that such laws must be "narrowly drawn" or "finely tailored."

Jackson found the law both too broad and too narrow. It is too broad, he wrote, because it restricts payment for speeches and articles even if there is no relationship between the subject matter of those efforts and the federal employee's job. It is too narrow because it prohibits payment to writers of articles and speech-givers, but not to poets, musicians or artists.

Rep. William Clay (D-Mo.), chairman of the House Committee on Post Office and Civil Service, applauded the ruling. "The court has validated the committee's efforts to repeal this law and to restore the Constitutional rights of federal workers," he said. "No employer, especially our government, should force citizens to choose between keeping their jobs and keeping their freedoms."

Judge Jackson said the prohibition will remain in effect during consideration of an appeal, but AFGE has sought clarification of that ruling and may appeal if the ban is not lifted in the interim.



*"In its efforts to clean its own house, Congress wrongly swept away federal workers' constitutional rights to free speech and the ability to supplement their incomes."*

**— John Sturdivant, AFGE president**

Congress imposed the honoraria ban on executive branch employees in 1989 after a heated and self-conscious debate over its own problems with honoraria and other conflict-of-interest questions about outside activities.

The Ethics Reform Act limited outside income received by members of Congress, their staffs and executive branch political appointees. It also restricted the type of work permitted for recently retired or resigned high-level federal executives.

The law was extended to all executive branch employees at the last minute. A law about honoraria for national figures thus took the strange twist of being applied to a presentation by an AFGE member who might be a sought-after expert on stamp collecting.

At the outset, the ban was critized by unions and employees as well as the Office of Government Ethics (OGE), which was responsible for writing regulations that implement the law.

As the regulations were written and rewritten, they took on a logic that was hard to follow.

The ban, which went into effect Jan. 1, 1991, prohibited employees from accepting payment for writing articles or giving speeches, even on subjects unrelated to their work. A computer programmer for the Department of Health and Human Services, for example, was prohibited from writing articles on politics or Gulliver's Travels. But that same employee was permitted to receive money for a play or novel.

"This was a classic example of congressional overkill," said Sturdivant. "There was never any rational reason to include federal workers, who on average earn $32,000 a year, in an honoraria ban that was intended to strengthen the federal ethics law for members of Congress, presidential appointees, and other high-ranking government officials."

In 1992, at the behest of Congress, the OGE rewrote the regulations so federal employees could get paid for writing a series of articles or giving a course on a subject unrelated to his or her work, but not for one article or one speech.

Legislation introduced by Rep. Barney Frank (D-Mass.) that would fix the problem passed in the House last December but was stymied in the Senate.

Other plantiffs in the lawsuit included the National Treasury Employees Union and 10 federal employees represented by the American Civil Liberties Union.

## *Postal Workers win back pay*

Some 70,000 Postal Workers stand to gain $60 million in back pay following a National Labor Relations Board ruling that the U.S. Postal Service violated labor law when it reduced service without bargaining with the union.

The violations were committed in late 1987 and early 1988 when the Postal Service reduced post office window hours and discontinued Sunday mail pickup and processing, a move strongly protested by the Postal Workers.

"This decision is a major win for workers' justice and a strong rebuke of management's folly in cutting back services in the first place," said APWU President Moe Biller.

The board ordered the Postal Service to bargain with the union on its previous unilateral labor cost decisions, to grant employees back pay and to post notices of the violations at USPS facilities across the nation.

The USPS had argued that it made the cuts, including $60 million in labor costs, to comply with the Omnibus Budget Reconciliation Act (OBRA) of 1987, which it said was not subject to collective bargaining. The Postal Service had targeted cutting $160 million one year and $270 million the next.

The NLRB concluded, however, that once management chose labor cost savings as the way to achieve its budget goals, its bargaining obligation commenced.

The board found that the Postal Service's decision to reduce its labor costs could be separated from its "decision to comply with the dictates of the budget act and must be analyzed separately from that decision."

NLRB also rejected management's interpretation of the postal contract's "management rights" language as allowing the Postal Service to make unilateral operational changes. Previous waivers under that clause cannot be translated to waive the right to bargain over all future changes, the board said.

# INSIDE

VOLUME 37, NUMBER 7
MARCH 30, 1992

AFL-CIO NEWS

**1** ***Campaign intensified as S.55 vote looms***

Unions and their religious and community supporters are stepping up efforts on S. 55, the Workplace Fairness bill, pressing senators to allow the bill to come to a vote.

**2** ***Kirkland criticizes Bush 'hypocrisy'***

AFL-CIO president blasts President Bush for increasing paperwork and regulation for unions in a blatant effort to deny union members their right to political action.

**4** ***OMB uses weird logic to delay OSHA rule***

The Office of Management and Budget's interference in a proposed Labor Department health standard drew sharp criticism from labor unions and congressional allies.

**5** ***Clothing maker breaks with Saipan sweatshop***

Garment maker Levi Strauss and Co. cuts its dealings with a Saipan manufacturer accused of exploiting workers in confined conditions and violating U.S. wage and hour laws.

**11** ***Union rally sends message to Cat***

Following a huge labor turnout at a Peoria, Ill., rally, Caterpillar Inc. returned to the bargaining table where UAW representatives seek an agreement to end a strike.

**14** ***Federal jobs program aids jobless, economy***

A study by two George Washington University economists demonstrates that the overall benefits of federal job-creation programs far outweigh the costs.

UNION YES

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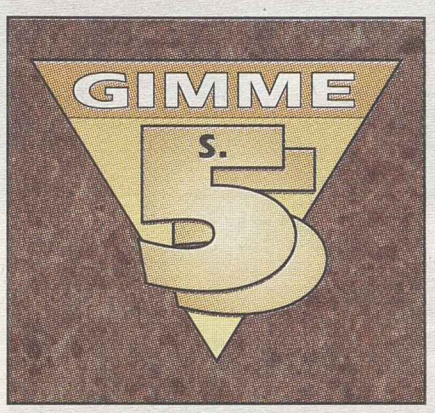
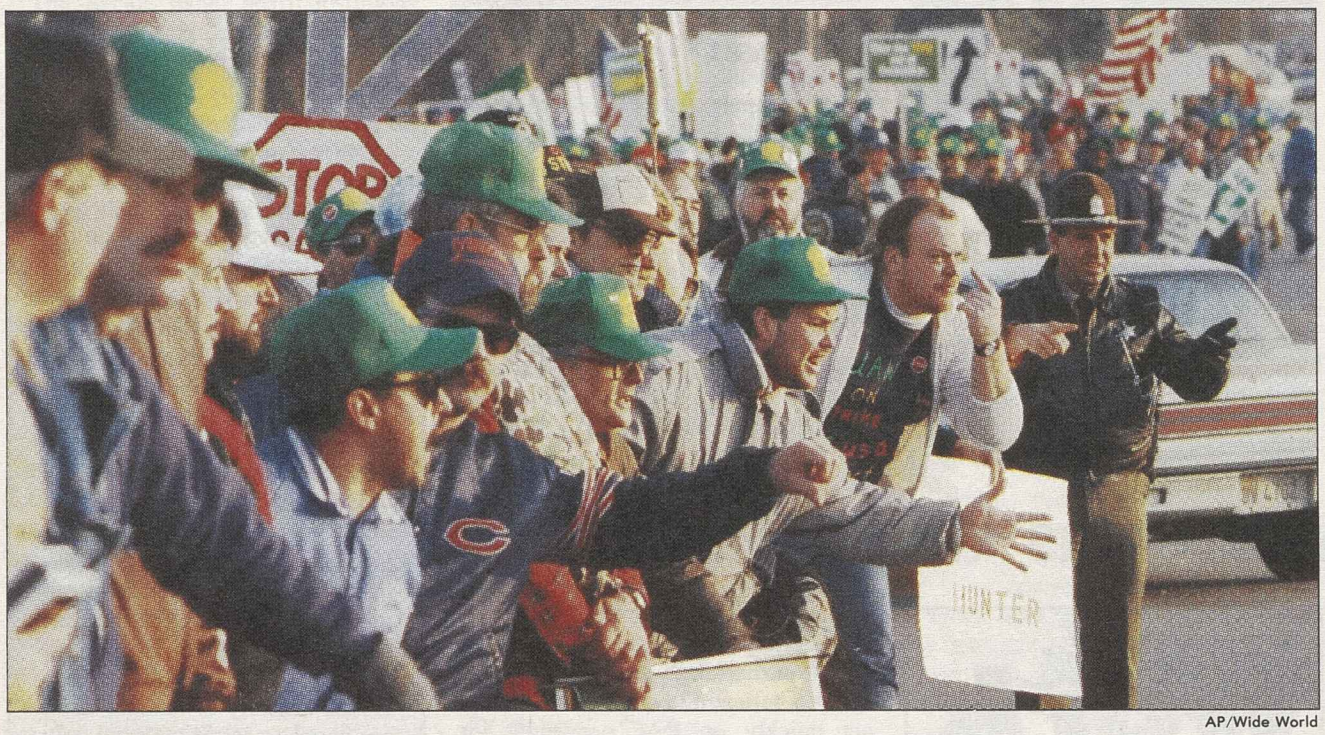



**Unionists** continue push for S. 55, the Workplace Fairness bill, as Congress recesses without vote. **See Page 2.**




AP/Wide World

**UAW members** jammed picket lines in defiance of Caterpillar's threat to "permanently replace" them.

# Caterpillar tries to bulldoze strikers

**By James B. Parks**

Striking UAW members firmly refused to cave in to an ultimatum by Caterpillar Inc. that they return to work or be "permanently replaced," as the company continued to rebuff efforts by the union to renew bargaining.

The threat of hiring replacements shows the company wants to break the union, said UAW Secretary-Treasurer Bill Casstevens, who said he has offered several times to meet with management "without preconditions."

"They said their offer is final, but we are willing to sit down and negotiate with management as long as they agree there are no preconditions," Casstevens said. That means the company would have to withdraw the offer the union has rejected.

He said the hiring of replacement workers makes it harder to reach a settlement. "We're not going to settle with replacement workers on the job while our striking or laid off employees are out in the street," said Casstevens, who heads the union's Caterpillar division.

Hiring replacements also could spur an international corporate campaign against Caterpillar, Casstevens said. "It certainly will happen if one replacement worker goes through the door," he said. The AFL-CIO said it would back the UAW if it launches such a campaign.

Caterpillar set an April 6 deadline for the workers to return to work or be replaced. UAW President Owen Bieber told a congressional panel that "very few UAW members crossed the picket lines. . .even though the six-month strike has drained the members and their families."

The company claims some 400 strikers returned to work, but the UAW says that number is "suspect."

The package the company is offering the returning workers contains reduced health care and pension benefits — a major takeback by management, the UAW said.

While company advertisements for scabs sound attractive, the actual offer includes changes that would enable management to reduce some employees' pay to about $7 an hour, the union said.

Bieber also told a Senate Labor and Human Resources subcommittee that despite Caterpillar's claims, its costs are low enough for it to be globally competitive. He recalled a quote by the Caterpillar chief executive officer that the company's "direct labor costs are 6.1 percent and with that we can com-

**Continued on Page 6**

# Workers ask Congress to save U.S. jobs

## *Press for crackdown on runaway firms*

**By John R. Oravec**

Families suffer and communities deteriorate when companies ship American jobs with their factory operations out of the country, victims of plant closings told a Senate hearing.

They urged Congress to pass the Save American Jobs Act, easing the pain felt so deeply by hundreds of thousands of workers who have devoted their lives to their jobs.

The legislation is sponsored by Sen. Howard M. Metzenbaum (D-Ohio), who chairs the labor subcommittee of the Senate Labor and Human Resources Committee, which held the hearings. Similar legislation has been introduced in the House by Rep. William D. Ford (D-Mich.).

The Senate measure would require companies that run away to low-wage countries to provide severance pay, continue health care coverage for a year and render retraining and relocation expenses up to $10,000 for each displaced employee.

Federal grants and loans would be cut off for a five-year period for the runaway firms, while companies that don't move out would be rewarded with a preference on federal contracts.

"It's time we put a stop to the shameful trend of American businesses exporting jobs overseas to exploit cheap labor," Metzenbaum said. "We can't tell these companies where they may or may not operate. But we can make them accept responsibility for some of the costs to their workers as a result of relocation," and can "shut off the flow

**Continued on Page 3**

# Need for OSHA reform underscored in gripping testimony

**By Colleen M. O'Neill**

Stephen Eilar, just turned 25 and married only three months, was starting a new job and looking forward to a bright future.

He and a 21-year-old co-worker, Ricky Dora, were told that their job was simple. Just enter a power stamping press and remove a 60-pound automobile bumper. New workers learned their jobs by watching one cycle on the press, they were told.

But the press malfunctioned, cycling on its own, and the two young men were crushed to death.

The press "so maimed the young men's upper bodies and heads, they were unrecognizable," Stephen Eilar's father, Jack, told a hushed House Education and Labor Committee. "They identified my son by the papers in his wallet."

In often gut-wrenching testimony, the Eilar family of Ypsilanti, Mich., described how the tragedy could and should have been prevented. They were joined by union Presidents Lynn Williams of the Steelworkers and Sigurd Lucassen of the Carpenters in urging passage of H.R. 3160, the Comprehensive Occupational Safety and Health Reform Act.

"The human tragedy, suffering and the cost to the country as a whole is devastating," said Williams, chairman of the AFL-CIO Committee on Safety and Occupational Health. "It's time we make good on the promise of the original OSHA and guarantee every American worker the right to a safe job."

Jack Eilar said Stephen's safety training consisted of a minutes-long video on basic safety, such as toxic substances and grease on the floor, and that new workers learned their jobs by watching one cycle on the press.

Michigan OSHA inspectors arrived within a half-hour of the horrifying tragedy and cited the American Bumper and Manufacturing Co. plant for 216 violations, including 11 "willful and serious" offenses on the faulty, fatal press.

**Continued on Page 12**

# Unionists spend holiday seeking votes for S. 55

By Muriel H. Cooper

The Senate adjourned for Easter recess without taking up S. 55, the Workplace Fairness bill, as trade unionists planned to use the recess time to further press their senators for support of the legislation.

The bill would end the hiring of "permanent replacements" during economic strikes, a practice that has become increasingly common by employers seeking to rid themselves of their union work forces.

Using a successful grass-roots campaign, unionists were able to persuade the House of Representatives last summer to pass its version of the Workplace Fairness bill, H.R. 5. The same tactics now are being employed with the Senate, where the prospects are made more difficult because of the ability of the minority to hold it up through filibuster.

Wisconsin unionists were in Washington March 31 to demonstrate to their senators the strength of labor's grass-roots efforts in that state.

The 20-member delegation, headed by Wisconsin AFL-CIO President Jack Reihl, presented Sens. Herbert Kohl (D) and Robert W. Kasten (R) with 23,000 and 31,000 postcards, respectively.

While Kohl has pledged his support for the bill, Kasten was not as receptive. "Kasten said he would sit down and discuss a compromise on the legislation," reported Reihl. "He also said he would not vote for cloture."

Cloture would limit discussion on the bill to 30 hours, allowing bill supporters to cut off a filibuster for a final vote. At least 60 senators must vote for cloture to head off a filibuster.

"Our initial fight will be to defeat the filibuster . . . in order to invoke cloture and shut off debate," AFL-CIO Legislative Director Robert M. McGlotten wrote in a mass mailing to more than 80,000 activists, who were urged to directly appeal to their senators during the recess to vote for cloture.

State AFL-CIO presidents were asked to use the holiday as an opportunity to arrange appointments with senators in their district offices.

In Atlanta, representatives from the Communications Workers and the Southern Christian Leadership Conference, along with Derick King, nephew of Martin Luther King, had a "very positive" meeting with a staff member for Sen. Sam Nunn (D), who has not committed himself on the bill.

The campaign also has picked up the support of the Future Voters of America in Little Rock, senior high school students who will be voting for the first time. They cornered Sen. Dale Bumpers (D) to urge him to support S. 55.

The Arkansas Religious Committee for Workplace Fairness, meanwhile, continues to help gain support for the bill. The group is scheduling a special church service to discuss the issue. Both Sens. Bumpers and David Pryor (D) are invited to attend.

Steve Yarmola/AFL-CIO News

**Wisconsin AFL-CIO** president Jack Reihl (right) led a delegation to present Sen. Robert Kasten (R) with 31,000 postcards urging his support for S. 55. Kasten discusses the issue with Laborers Local 1086 Business Manager Thomas Klein (left) and other members of the group.

## 'Dream' denied

*The following is excerpted from a review by film critic Roger Ebert of "American Dream," the movie about the Food and Commercial Workers strike at Hormel. The film, released in theaters last month, won for Barbara Koppl the 1990 Academy Award for best documentary.*

. . . One of the key issues of "American Dream" is the legality of employers who hire permanent replacements for workers who are engaged in a legal strike. Some companies that hire replacements and, if found in violation of labor laws, are happy to pay a fine. They're millions ahead in the long run. In a climate of high unemployment and White House hostility to unions, there are always a lot of workers only too glad to take someone else's job. . . .

Is there a lesson at the end of "American Dream?" I think there is. I think the lesson is that the American tradition of collective bargaining will break down if companies can simply ignore a legal strike, hire replacements and continue as before. There was a time in American history when such behavior by management would have been seen as not only illegal but immoral. The new management philosophers who won ascendancy in the 1980s dismiss such views as sentimentalism. They are concerned only with the bottom line, where they see profits, not people. The White House announced that for a recent overseas trip, the video library of Air Force One was stocked with "Gone With the Wind." Next flight, could they take along "American Dream?"

# RAC threatens river as well as workers

Not only is the Ravenswood Aluminum Corp. hostile to union workers, it appears to be poisoning the environment as well.

Environmental scientists said the company is dumping untreated cyanide into the Ohio River, a violation of the federal Clean Water Act. The company also has polluted the groundwater near the plant with lead, copper, zinc, oil and several hazardous chemicals found in solvents, said Diane Cameron of the National Resources Defense Council.

"RAC's discharge can be treated with existing, obtainable technologies . . . if the company would only do it," Cameron said.

RAC locked out and "permanently replaced" 1,700 Steelworkers Nov. 1, 1990. The USWA, working with the AFL-CIO Strategic Approaches Committee and the Industrial Union Department, has mounted an international campaign to bring management to the bargaining table and to spotlight the role of international fugitive and RAC owner Marc Rich.

"RAC is in violation of several federal labor laws, as far as we're concerned," said Jack Sheehan, the USWA's legislative director. "We want to be sure that the company doesn't violate our anti-pollution laws, too."

RAC has been cited by the Occupational Safety and Health Administration for violations of workplace safety rules, as well as by the National Labor Relations Board for failure to negotiate in good faith.

The environmental reports were presented to the West Virginia Department of Natural Resources, which is considering RAC's applications for pollution discharge permits.

"We believe the department should act quickly on RAC's permits for wastewater discharge," said Ben Ross, an author of one of the reports. "But it's imperative that any permit that is issued requires RAC to follow the law."

The USWA, which has been successful in convincing Stroh's, Miller and Budweiser brewers, as well as Coca-Cola, not to use aluminum cans made by RAC, now is negotiating with Pepsi-Cola as part of its "end user" campaign.

The local continues to carry the message nationwide. Local President Dan Stidham recently appeared on a live television show produced in the state of Washington.

On the international front, the Steelworkers took their campaign to Caracas, Venezuela, for the International Confederation of Free Trade Unions congress. Circulating copies of wanted posters of Rich, the union told the international trade unionists that the strikers would "last one more day than the company."

—Muriel H. Cooper

**we do the work**

The lockout at RAC is explored on "We Do The Work" on many PBS stations. It airs April 19, 3 p.m. on KQED, San Francisco; April 21, 3 p.m. on WSBE in Rhode Island; April 25, 12:30 p.m., on WNET, New York; April 26, 11:30 a.m. on WEDH, New Haven, Conn., and 3 p.m. on KBDI, Denver; April 28, 7:30 p.m. on WDCN, Nashville, Tenn., and 11 p.m. on WEDH, New Haven; Sundays, 1 p.m. on WSIU, Carbondale, Ill., and 3:30 p.m. on WEIU, Charleston, Ill.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# LEGISLATION

## 'Fast track could be disastrous'

**Continued from Page 1**

of federal dollars to companies that turn their backs on American workers.''

The Senate panel heard testimony from UAW President Owen Bieber, economist Jeff Faux, the mayor of Mount Pleasant, Pa., as well as members of the Electrical Workers and the Clothing and Textile Workers.

Fighting back tears, Anita Mingus described the profound hurt encountered by her family and other members of IBEW Local 1453 in Springfield, Mo., where Zenith Corp. is shutting down the last U.S. television manufacturing facility and moving to Mexico.

Throughout the 1980s, IBEW members repeatedly made sacrifices by accepting wage freezes and pay cuts in the futile efforts to save their jobs from being shipped off to the low-wage maquiladora plants in Mexico, Mingus testified.

But with the expiration of the IBEW bargaining agreement in March, Zenith said it was shutting down and moving out.

''We will receive no severance pay and will lose all our health care benefits,'' Mingus said. ''And we are being driven into a job market that offers us dismal prospects for good-paying jobs,'' particularly in a section of the country that has been hard-hit by the recession.

She told the panel the Minguses are a second-generation Zenith family, noting that three of her children also have worked at the Springfield plant.

Her husband, Bob, had been president of the local and worked tirelessly to prevent the plant from shutting down.

''Under tremendous stress, he worked day and night to help the hundreds of members affected by the layoffs,'' she said. ''A month ago, Bob suffered a fatal heart attack. The extreme stress he was under undoubtedly contributed to his death.''

For Texas clothing workers, the tragedy of job loss is especially heavy in areas like El Paso, where the jobless rate has been running in the double digits for years, ACTWU Joint Board Manager Antonio Sanchez testified.

Sanchez, a native of Mexico and now a U.S. citizen, detailed for the panel how Farah Co. abandoned the Texas border city. He pointed out that 97 percent of Farah's apparel output is now done outside the United States.

''In 1980, Farah Co. had approximately 7,000 employees in El Paso,'' he noted. ''Today only 400 workers remain in the United States — all in El Paso — cutting fabric to be sent to Costa Rica and Mexico for sewing.''

Sanchez said he is not opposed to closer economic ties between the United States, Mexico, and Central American and Caribbean countries.

''However, if such regional economic integration is to proceed, it must not be through a simplistic free trade agreement which transforms the region into one vast 'maquiladora sweatshop' that contributes little to raising living standards,'' Sanchez said.

UAW's Bieber warned that a ''fast track'' implementation of the pending North American Free Trade Agreement would be disastrous for more than just workers.

''The Bush administration's agenda for a free trade agreement with Mexico leads this country and our neighbor to the South in the wrong direction,'' Bieber said. ''The American people and Congress need a deliberate discussion of the future facing workers that includes diverse groups of Americans and representatives of a broad range of Mexican interests — not just the government and business leadership.''

''If the governments proceed on their current course in the NAFTA negotiations, you can kiss that discussion goodbye and the jobs and livelihoods of thousands of UAW members and other workers along with it,'' he warned.

Bieber noted that maquiladora plants involved in the production of cars and transportation equipment expanded from 12,000 jobs in 1982 to 90,000 in 1989.

Overall, nearly a half-million jobs were lost to the low-wage maquiladoras during the 1980s, according to studies by labor analysts.

Faux, who heads the Economic Policy Institute, estimated that 500,000 more U.S. jobs would be shifted to Mexico if the NAFTA accord is adopted.

Faux said the loss of U.S. jobs during the 1980s caused real earnings to decline about 20 percent for those workers with high school educations. Under the current projections, job losses in next 10 years will cause further deterioration of living standards and affect workers with college educations, he said.

Mount Pleasant Mayor Gerald Lucia described the dire impact on his town when Volkswagen of America shut down operations in New Stanton, Pa., four years ago and moved to Mexico.

It started with an increase of unpaid water and sewage bills and banks foreclosing on delinquent home mortgage payments, he noted. After unemployment compensation ran out for the jobless workers, stress began to set in and family problems mounted with a sharp increase in divorces.

''They would lose their homes and you would hear of families who were living in cars,'' Lucia testified. ''There were at least 15 workers who had committed suicide. . . . A woman on workers' compensation hanged herself.''

Ray Crowell/Page One Photography

**Anita Mingus** of the Electrical Workers and Antonio Sanchez of the Clothing and Textile Workers testify on the impact of plants moving abroad.

## Congress fails to tear down budget firewalls

Congress failed to remove the budget ''firewalls'' that prevent savings from the defense budget from being used for important domestic programs.

By a 187-238 vote March 31, the House of Representatives defeated an AFL-CIO-backed bill that would have amended the 1990 budget agreement rules and permitted about $6.5 billion in defense savings to be used for domestic priorities.

The Senate on March 26 could not muster the 60 votes needed to halt a filibuster against that body's version of the legislation. The cloture vote was 50-48.

The extra money would have allowed the FY 1993 domestic budget to keep pace with inflation without increasing domestic services.

Under the budget agreement, savings derived from the ''peace dividend'' gained by the end of the Cold War can be used only to reduce the federal deficit, rather than being shifted among the spending categories.

The votes mean ''a lot of items will be cut,'' said Sen. Jim Sasser (D-Tenn.), who sponsored the Senate bill. The affected programs — education, transportation, health care, housing and job training — already have been cut drastically during the Bush recession.

There may be an effort to revive the firewall legislation as the committees try to determine which programs to cut. The restraints are automatically lifted in FY 1994 according to the agreement.

''This could ultimately force a negotiation with the White House because their priorities are just as likely to get cut,'' said House Budget Committee Chairman Leon Panetta (D-Calif.).

Earlier in the month the House approved a budget resolution with two spending plans — one without the ''firewall'' and another with all the defense savings going to reduce the deficit. The Senate was working on its budget resolution as the Easter recess neared.

Budget resolutions are not binding, but serve as guidelines for spending priorities.

## Capitol Digest

The AFL-CIO welcomed the introduction April 9 of legislation to ease access to long-term health care.

The Long-Term Care Security Act, sponsored by Sens. George J. Mitchell (D-Maine) and Jay D. Rockefeller IV (D-W.Va.), along with Reps. Richard A. Gephardt (D-Mo.) and Henry A. Waxman (D-Calif.), ''marks a starting point for discussion on this piece of the U.S. health care puzzle,'' said Karen Ignagni, director of the AFL-CIO employee benefits department. ''We are encouraged that the Congress is continuing to look at ways to broaden access to the country's health care providers, and expect to work with all interested parties in making this legislation a reality.''

Elsewhere on Capitol Hill:

**CAMPAIGN FINANCE** — The House was preparing to vote on a campaign finance reform bill hammered out in a conference committee and the Senate was planning to take up the bill when it returns from Easter recess. The conference report would not ban political action committees, a provision included in the Senate version, and would set voluntary spending limits on House and Senate races. The limit in Senate races would be determined by the particular state population and the House race limit would be $600,000 over the election cycle. Candidates who agree to the limits would be eligible for public campaign financing. The legislation, however, does not specify how to pay for the funding.

**CABLE TV** — The House Energy and Commerce subcommittee on telecommunications marked up a bill April 8 designed to bring fairness and equity back into the cable TV marketplace. ''In the AFL-CIO's view, this legislation will protect consumers against unwarranted rate increases by cable operators, provide access to programming for competitors and correct the imbalances against broadcasters,'' AFL-CIO Legislative Director Robert M. McGlotten said in a letter to House members.

**POSTAL SAFETY** —Representatives of the Letter Carriers, Postal Workers and Mailhandlers division of the Laborers urged a House committee to approve legislation giving Postal Service employees many of the same health and safety protections enjoyed by private-sector workers. The bill, H.R. 4775, also would set ergonomic standards and strengthen whistleblower protections.

**TRUCKING** — Further deregulation of the nation's trucking industry could cost jobs and revenue, Teamsters President Ron Carey told the House Public Works and Transportation subcommittee on surface transportation. Legislation now being considered that would remove most federal regulations in trucking could cost more than the 160,000 jobs that were lost in the first round of deregulation in 1980, Carey warned.

# Unions seek standard on indoor air quality

The AFL-CIO and 14 of its affiliates have petitioned the Occupational Safety and Health Administration to issue an indoor air quality standard.

"Indoor air pollution is a widespread problem that is estimated to affect 30 million to 70 million building occupants, many of whom are workers," the unions told Dorothy L. Strunk, the acting assistant secretary for occupational safety and health. "Between 800,000 and 1.2 million commercial buildings in the United States are estimated to have indoor air pollution problems."

Workers in buildings with poor air quality frequently suffer from eye, nose and skin irritation, dry throat, headache, fatigue, sinus congestion, cough, dizziness, nausea, sneezing and shortness of breath.

"The Environmental Protection Agency has estimated the cost of indoor air pollution in terms of decreased productivity, lost work time and medical costs to be tens of billions of dollars each year," the petition stated.

The petition called for a variety of elements in a final standard, including the provision for a written program to address air quality; worksite analysis; building performance standards; employee access to information; safe work practices; education and training; and employee health monitoring.

Indoor air pollution is ranked by the EPA as one of the top five environmental risks to human health. OSHA, which issued a request for information on the issue in September 1991, currently has no regulations on indoor air quality.

Joining the AFL-CIO in the petition were the Government Employees; AFSCME; Teachers; Bakery, Confectionary and Tobacco Workers; Communications Workers; Teamsters; UAW; Professional and Technical Engineers; Laborers; Newspaper Guild; Service Employees; Sheet Metal Workers; and the AFL-CIO Departments of Professional Employees and Food and Allied Service Trades.

### BMWE sues over silica

Meanwhile, the Brotherhood of Maintenance of Way Employees has filed suit against the Department of Labor over lax enforcement of silica dust safety regulations.

The suit, filed two weeks ago in U.S. District Court for the District of Columbia, asks for a permanent injunction directing OSHA to enforce safety standards on silica dust exposure.

OSHA and the Federal Railroad Administration are in disagreement over enforcement of safety regulations for railroad workers, leading to gaps in coverage.

"It is amazing that we have to go to court to get OSHA — the agency that is supposed to look out for workers — to do its job," said BMWE President Mac A. Fleming.

"Our members have been exposed for years to dangerous levels of silica dust, yet OSHA continues to wash its hands of the matter," he charged.

The National Institute for Occupational Safety and Health recently released a study of Norfolk Southern Railroad sites in North Carolina and Virginia that revealed maintenance of way workers were being exposed to dust levels as much as 20 times above the safe amount.

# Court backs public workers on drug test requirements

In a resounding victory for the rights of public employees, a federal court in Washington ruled that the U.S. Health and Human Services Department cannot randomly test employees who operate motor vehicles but do not carry passengers or have access to classified information.

"The court has recognized and drawn the very important line between the government's interests and individual's constitutional rights," said Government Employees President John N. Sturdivant. "Without some limits, all Americans could face the humiliation of random drug testing in this country's efforts to win the drug war.

"We have said it before and we'll say it again — random drug testing is not the way to solve this nation's drug problems. The wasted money being poured into drug testing should instead be used to educate and rehabilitate our citizens, not presume they are guilty and force them to prove their innocence," Sturdivant said.

In a March 24 decision, U.S. District Judge Harold H. Greene upheld the government's policy of testing drivers who carry passengers, but he ruled that it was unconstitutional to extend it to drivers — usually couriers or mail clerks — who have no passengers. Their privacy outweighs the government's right to ensure motor vehicle safety, he said.

If the testing of these drivers could be characterized as a "special government need. . .then the federal government could proceed to test any and all drivers on the road," Greene said.

The case, AFGE vs. Louis Sullivan, was filed jointly by the AFGE and the National Treasury Employees Union. The drug testing policy became effective after President Reagan signed a 1986 executive order requiring federal agencies to implement a drug-free workplace.

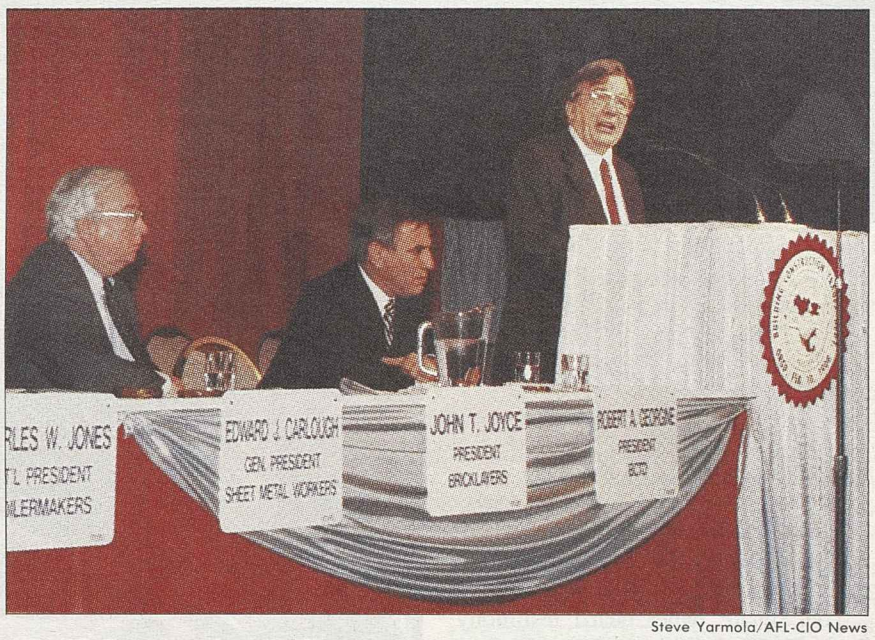
In another drug-testing case, the U.S. Court of Appeals for the Sixth Circuit in Cincinnati limited the privacy claims for private-sector employees who are dismissed after refusing to take a suddenly announced drug test.

The case, Baggs vs. Eagle-Picher Industries, stems from a surprise drug test in August 1989 at the company's trim division plant in Kalkaska, Mich. Ten employees who work with hot adhesives refused to take the test. They were terminated along with all employees who tested positive.

The court noted that employees signed a statement that they could be dismissed at any time, with or without notice, for major infractions of company rules.

Judge Ralph Guy said that employees failed to show that the company intruded into a matter that should have been kept private.

Prior to the surprise test, the company had duly notified employees that drug testing was a condition of employment and that reporting to work with drugs in their system was grounds for immediate dismissal, the court ruled.




Steve Yarmola/AFL-CIO News

**AFL-CIO President Lane Kirkland** addresses BCTD conference. At left are Bricklayers President Jack Joyce and BCTD President Robert Georgine.

# BCTD outlines platform for now and future jobs

**By Candice Johnson**

Local building trades officials demanded "jobs now and jobs in the future" in meetings with their legislators during the AFL-CIO Building and Construction Trades Department's annual legislative conference.

Some 3,000 delegates heard from congressional and national leaders and reviewed progress on job safety, prevailing wage regulations, health care and other legislative and political issues in workshop sessions before taking their concerns to Capitol Hill.

BCTD President Robert A. Georgine took note of the grim employment situation in the construction industry, stressing that "for us, things are as bad as they get."

But government efforts, including spending to repair the nation's infrastructure, "could be the engine to power our economy out of its current recession," Georgine said. He cited government estimates that every $1 billion invested in infrastructure creates 30,000 to 50,000 new jobs.

The surface transportation legislation passed last year will provide $151 billion in infrastructure projects over the next six years, but the program provides little of those funds in the first few years, Georgine pointed out. "We need the jobs now, not later," he said.

Georgine outlined some of the BCTD's key legislative initiatives, including extensions and reform of the Davis-Bacon Act. The prevailing wage law has ensured "that contractors win awards based on good management, worker efficiency and quality craftsmanship, not on how little they can pay their workers," he said. "There is no middle ground" on this issue.

The BCTD also is pressing for passage of the Construction Safety, Health and Education Improvement Act to bring uniform standards to every job site. Today, construction workers represent 5 percent of the national work force but account for a staggering 25 percent of job fatalities Georgine said.

The BCTD also is monitoring attempts in some states to use provisions of the Employee Retirement Income Security Act — ERISA — to pre-empt prevailing wage and apprenticeship training provisions. Building trades unions are backing legislation to overturn court rulings that have permitted some contractors to use ERISA "to deprive workers on public projects of the benefits that prevail in their communities," Georgine noted.

"If we are going to be serious about getting and protecting jobs for our members and serious about turning the political process in this country around. . .we've got to involve our members" at the national level and at the local level, he said. "The word must go out that the time for talk is over."

AFL-CIO President Lane Kirkland outlined the federation's economic recovery plan, calling for a $60 billion investment in needed public works projects such as roads, bridges, airports, housing and schools.

More than 4,500 public works projects have already been deemed vital and are ready to go, Kirkland said. "We can get them under way within 90 days," with the nation's construction industry and its workers "ready and waiting to lead the nation out of this recession," he added.

Kirkland noted the federation's support for the construction safety bill and outlined the AFL-CIO campaign to win broad reform of the Occupational Safety and Health Act to give workers the right to act to correct hazards on the job.

Sen. Edward M. Kennedy (D-Mass.), who chairs the Labor and Human Resources Committee, discussed efforts to control the health care crisis.

"Unless we stop rising costs and stop them now, the explosion of double-digit inflation in health care will blow everything sky-high you have worked so hard to achieve," Kennedy warned.

Fair union contractors more and more often face the unfair disadvantage of competing with non-union contractors who deny health insurance to workers, he said. But when those uncovered workers need medical care, their costs are added in higher insurance premiums paid by union employers and workers. Yet those non-union employers "are stealing your jobs and that isn't fair," he added.

"We're ready to march again and we're not going to let any anti-worker, anti-labor, union-busting Republican administration turn us around," Kennedy said.

Other speakers included Sens. Bob Graham (D-Fla.), Jay Rockefeller (D-W.Va.), and Arlen Specter (R-Pa.); Rep. William D. Ford (D-Mich.); the Rev. Jesse Jackson; Democratic National Committee Chairman Ron Brown; Carol Moseley Braun, Democratic candidate for the U.S. Senate (Ill.); Boston Mayor Ray Flynn; Federal Mediation and Conciliation Service Director Bernard DeLury; and ULLICO President John Gentleman.

# Workers Memorial Day marks need for better law

By Sharolyn A. Rosier

With two weeks to go before Workers Memorial Day, workers and their unions are planning activities across the country as varied as rallies and marches to candlelight vigils and in-school programs for children.

The 1992 observance of the April 28 Workers Memorial Day will have increased recognition of the need for workplace safety because comprehensive Occupational Safety and Health Act reform measures are pending in Congress.

Workers are organizing moments of silence in the workplace and postcard signings to urge their members of Congress to support the measures, S. 1622 and H.R. 3160.

Workers Memorial Day has been a tremendous success since its inception in 1989, largely because of the innovations of union activists around the country. Typical of the growth is the program for an elementary school in Chicago, which was so well received that it has been expanded to five schools this year.

Kathy Bernstein, a United Way labor liaison, said "the students were wonderful and very receptive" in the first effort last year. The Chicago Public School System videotaped the program and ran it on Chicago public television.

Developed by the Chicago AFL-CIO Community Services Department in cooperation with the University of Illinois, the National Safety Council and the Illinois Historical Society, the program was so successful that "requests from public schools have come so fast that we are unable to accept most of them."

Support for the reform legislation in the House is being sought from Rep. Scott Klug (R) by union legislative action committees in Wisconsin's second congressional district, which have arranged a meeting to discuss the issue with Klug, a member of the House Education and Labor Committee.

The Communications Workers, in Washington for their legislative conference on April 28, plan to rally on the east side of the U.S. Capitol to urge support for the House and Senate bills.

Workers and their unions will not be alone as they remember workers who died on the job and urge reform of OSHA. They will be joined by public officials, clergy, safety and health experts and other community supporters. They also have enlisted the support of officials who will issue proclamations and participate in memorial dedications.

The following is a partial listing of events that have been reported:

ILGWU photo

**Bobby Quick,** a survivor of the tragic fire last September at a chicken-processing plant in Hamlet, N.C., speaks March 25 to a New York City crowd gathered in remembrance of other fire victims — the 146 workers killed in the Triangle Shirtwaist Co. blaze in 1911. Ladies' Garment Workers President Jay Mazur listens at right. The Hamlet tragedy is the focus of several events planned for April 28, Workers Memorial Day.

**ALABAMA**

Mobile (Southwest Alabama AFL-CIO) — A memorial service at the Days Inn on I-65 on April 28 at 7:30 p.m. Contact: Kirk Patrick, 205/431-0101.

**CALIFORNIA**

Modesto (Stanislaus and Tuolumne Counties AFL-CIO) — A gathering at Guiseppi Restaurant on April 24 at 7 p.m. Contact: Jim Biever, 209/523-8079.

**CONNECTICUT**

Bridgeport (Connecticut AFL-CIO) — A memorial ceremony at City Hall on April 28 at 4 p.m., to commemorate the fifth anniversary of the L'Ambiance Plaza disaster. Contact: Janeen Nolan, 203/953-8717.

**DISTRICT OF COLUMBIA**

U.S. Capitol (Communications Workers and the AFL-CIO) — A rally on the east side of the Capitol at noon. Scheduled speakers include AFL-CIO Secretary-Treasurer Thomas R. Donahue, CWA President Morton Bahr, BCTD President Robert Georgine and Rep. William Ford (D-Mich.). Contact: Beulah Carter, 202/289-7174.

**ILLINOIS**

Chicago (Chicago AFL-CIO) — An in-school program for five public schools in the Chicago area April 16 through April 24. Contact: Kathy Bernstein, 312/906-2431.

Springfield (Illinois AFL-CIO) — A dedication ceremony for a memorial statue at 12:30 p.m. on April 28 on the grounds of the state Capitol. Federation President Lane Kirkland will attend. Contact: Sue Altman, 217/544-4014.

**INDIANA**

Auburn (Northeast Three Rivers AFL-CIO) — A memorial service at Courthouse Square at 2 p.m. on April 28. Contact: Tom Lewandowski, 219/482-5588.

Evansville (Southern Indiana AFL-CIO) — A candlelight service at riverfront with religious, political and labor leaders attending. UMWA and other affiliates participating. Contact: Roy Mabrey, 812/422-2552.

East Chicago (Northwest Indiana AFL-CIO) — An awards ceremony at the Knights of Columbus hall on May 1 at 6:30 p.m. Contact: David Sikes, 219/923- 2302.

**IOWA**

Des Moines (Rubber Workers Local 310) — A raffle April 28 to raise money for a bronze plaque to hang in the union hall. Contact: Steve Sallman, 515/288-9547.

**MAINE**

Portland (Maine AFL-CIO and Maine Labor Group on Health) — A one-day conference highlighting OSHA reform legislation at the Sheraton Hotel, South Portland, on April 30. Contact: Diane White, 207/622-7823.

**MASSACHUSETTS**

Middleboro (AFSCME Local 2745, Council 93) — A brief work-stoppage with a moment of silence at Cranberry Specialty Hospital of Plymouth County. Commemorative speech, lowering of flag at half-staff. Contact: Noreen Long, 508/947-1000.

**MINNESOTA**

Duluth (Electrical Workers Local 31) — KAXE Public Radio to feature union music and an interview with Local 31 officers on workplace safety. Contact: Bruce Reid, 218/728-4248. Farmington (Southern Dakota AFL-CIO) — A moment of silence at 2 p.m. Contact: Donald Hall, 612/463-8457.

**NEW JERSEY**

Mahwah (Bergen County AFL-CIO) — A leadership roundtable discussion with Rep. Robert G. Torricelli (D-N.J.) and state Assemblyman Pat Rowen at Ramapo College on April 28 at noon. Contact: Phil McLewin, 201/529-3425.

Newark (CWA Local 1081) — A moment of silence on April 28 at 2 p.m. Contact: David Weiner, 201/623-1081.

**NEW YORK**

Ithaca (Tompkins/Cortland Labor Coalition) — A memorial service and rally at 1 p.m. on April 25, in memory of 25 workers killed in the Hamlet, N.C., fire. Also, a moment of silence on April 28 at 2 p.m. Contact: Robin Whittlesey and Carl Feuer, 607-277-5670.

Buffalo (Buffalo AFL-CIO) — A memorial dedicated in Chesnut Ridge Park on April 28 at 1:30 p.m. Contact: George Wessell, 716/852-0375.

New York City (Clothing and Textile Workers and NYCOSH) — A conference on OSHA reform and health care at the New York Academy of Medicine on April 28 from 9 a.m. to 12 noon. Contact: Eric Frumin, 212/242-0700. (New York Central Labor Council) — A rally at Union Square April 28 at 4:30 p.m. Contact: Ted Jacobson 212/685-9552.

Syracuse (CNYCOSH) — An awards affair to honor safety and health activists at the Valley American Hall on April 28 at 6:30 p.m. Contact: Bob Thompkins, 315/471-6187.

**NORTH CAROLINA**

Charlotte (North Carolina AFL-CIO) — An observance at the Adams Mark Hotel on May 2 at 7 p.m. Contact: Pat Hunter, 919/833-6678.

Hamlet (Justice for Hamlet Coalition) — A march and rally in support of the Hamlet workers on May 2 at noon. Contact: Linda Mabry, 919/286-9249.

**OHIO**

Akron (Rubber Workers, Chemical Workers and Akron-Medina AFL-CIO) — A candlelight vigil and memorial service at St. Paul's Episcopal Church at 1 p.m., with a moment of silence at 2 p.m. on April 28. Contact: Kurt Brown, 216/376-6181.

Cleveland (Cleveland AFL-CIO) — A candlelight service at Laborers Local 310 hall on April 28 at 8 p.m. Contact: Charles Pinzone, 216/881-7200.

Columbus (Columbus-Franklin County AFL-CIO) — A dedication at Amiri Flora at 2 p.m. on April 28. A reception following at Food and Commercial Workers Local 1059 hall at 3 p.m. Contact: William Rittenhouse, 614/491-6090.

Dayton (Dayton, Springfield, Sidney, Miami Valley AFL-CIOs) — A rally at Courthouse Square on April 25 at noon. Contact: Pat Duffy, 513-236-9755.

Toledo (Marine Engineers, American Red Cross) — A testimonial at the MEBA building and march to International Park for tree-planting ceremony, beginning at 5 p.m. on April 28. Contact: Minnie Swann, 419-248-3331.

**PENNSYLVANIA**

Beaver (Beaver County AFL-CIO) — A legislative event at the Serbian Club April 24 at 6 p.m. Contact: George Derbaum, Jr. 412/775-0969.

Harrisburg (Harrisburg AFL-CIO) — A memorial service and planting of "trees of life" with Mayor Steven Reed at Labor's Grove in Riverfront Park on April 28 at 2 p.m. Contact: Robert Settle, 717/231-7830.

Johnstown (Greater Johnstown AFL-CIO) — An awards session for families of deceased workers at Holy Name Church in Ebensburg on April 24 at 6 p.m. Three scholarship awards to high school seniors for best essays on workers and occupational safety and health. Contact: Mike Welsh, 814/535-7655.

**TENNESSEE**

Knoxville (Knoxville-Oak Ridge AFL-CIO) — A memorial service in the middle of the town square on April 28 at noon. Proclamations by governor, mayor and county executive. Contact: Maxine Miller, 615/523-9131.

**WASHINGTON**

Seattle (King County AFL-CIO) — A rally at Seattle Center on April 28 at 7 p.m. Contact: Robin Donovan, 206/441-8510. (Washington State AFL-CIO) — "Washington Works," a television show for and about working people, features workplace safety. Contact: Karen Keiser, 206/281-8901.

Spokane (Spokane AFL-CIO) — A rally and memorial service to dedicate monument to deceased workers, on April 26 at 1 p.m. Contact: John Leinen, 509/327-7637.

Bellingham (Whatcom County AFL-CIO) — A monument dedicated on the lawn of the Bellingham Public Library on April 28 at noon. Contact: Dave Warren, 206/676-0099.

**WEST VIRGINIA**

Fairmont (West Virginia AFL-CIO) — A rally at Hough Park on April 28 at 6 p.m. Contact: Donald Neptune, 304/344-3557.

**WISCONSIN**

Eau Claire (Eau Claire Area AFL-CIO) — A rally at the Labor Temple on April 28 at 7 p.m. Contact: Buck Luywes, 715-833-0055.

La Crosse (LaCrosse AFL-CIO) — A memorial ceremony including the installation of a 28-foot lighted flagpole next to the Memorial Stone in Green Island Park on April 28 at 6 p.m., followed by a rally. Contact: Diane Oliver, 608/788-0970.

Milwaukee (Milwaukee County AFL-CIO) — A memorial dedication on April 28 at site to be announced. Contact: Bruce Colburn, 414-771-7070.

# Democratic leaders rally UAW workers

**Continued from Page 1**

pete with anyone anywhere in the world.''

Bieber described the company's ideological effort to derail the Workplace Fairness bill, S.55. He showed the subcommittee a copy of a bulletin prepared by the company's governmental affairs office that revealed Caterpillar's membership in an alliance with more than 200 other companies to stop S. 55 and restated the company's strong opposition to the bill.

The UAW also disputes the company's claim that it can prove the quality of its equipment has not changed since the strike. The machinery on the market is from inventory made by union workers before the strike.

Ray Crowell/Page One Photography

**UAW President** Owen Bieber tells Congress Caterpillar "permanent replacement" tactics are premeditated.

The UAW began a selective strike against the giant equipment company Nov. 3. The action spread to include about 12,600 workers in four states. The company declared an impasse in the negotiations March 5 and began imposing many conditions of their last contract offer on April 6.

On April 8, the strikers were buoyed by a visit from Democratic presidential candidate Bill Clinton and Sen. Paul Simon (D-Ill.). Standing outside the gates at Caterpillar's East Peoria plant, Clinton told the strikers, ''The way to solve a strike is not to replace workers. They have a right to strike, and they shouldn't lose their jobs doing it.''

''Remember going back to the Kennedy years there was always an attempt by government...to avoid prolonged strikes and keep people working to settle,'' he said after meeting separately with management and labor leaders. ''If I were president...I would have the Labor Department aggressively involved.''

Simon, who said he supports the strikers, was among 15 senators who wrote Labor Secretary Lynn Martin asking her to appoint a mediator in the dispute. The senators also asked her to try and persuade Caterpillar not to hire ''replacement'' workers.

''Surely, the experience at Eastern Airlines, Greyhound, the New York Daily News and countless other less-publicized disputes has shown that the introduction of permanent replacements is counterproductive,'' the letter said.

Meanwhile, Casstevens was unable to present the union's case to Caterpillar stockholders when the company chairman ruled him out of order during an April 8 meeting in Wilmington, Del. The meeting was held in a Wilmington hotel because Caterpillar is incorporated in Delaware. Uniformed city police patrolled the grounds.

''You've laid out a lot of things that are false up there,'' Casstevens told Caterpillar CEO Donald V. Fites. ''You told your side to the shareholders. They're entitled to hear the other side.'' But Fites refused to let him speak and refused to let other shareholders cede their speaking time to Casstevens. The company also prevented several UAW members who own stock from attending.

Some 200 protesters marched outside the hotel during the meeting. Most were from Caterpillar's plant in York, Pa., where workers are not on strike. One-third of the 1,500 workers at the York plant have been laid off because the plant produces parts for the striking plants in Illinois.

''We just want a fair shake and an honest contract,'' George Mathias, who has worked at the York plant for 15 years, told The Associated Press. ''This is not over money. This is over job security.''

Al Weygand, who has worked at the Aurora, Ill., plant for nearly 19 years, was among the protesters. ''The financial burden's tough, but that's what this is about,'' he said. ''It's about Caterpillar workers and their families, the communities we live in.''

# Civil rights conference explores political opportunities

**By James B. Parks**

The upcoming election offers the best chance in years for organized labor and its civil rights allies to win the White House and end the anti-worker Bush administration, the AFL-CIO Civil Rights Conference was told.

''This is an especially important election because all our rights are in danger, whether it's minorities who cannot get a job because of hiring bias or women who are sexually harassed or workers who are 'permanently replaced' because they tried to protect their families,'' said AFL-CIO Vice President Lenore Miller of the Retail, Wholesale and Department Store Union, who is chair of the federation's civil rights committee.

The key issue is economic fairness, AFL-CIO Vice President Jack F. Otero of the Transportation Communications Union said, stressing that the labor and civil rights movements can act together for political empowerment.

''We are together in the victories of the disadvantaged, and we share in the wounds inflicted by the regressive, exclusive policies'' of the Reagan and Bush years, he said.

Richard Womack, the AFL-CIO's civil rights director, cited the responsibility of government to heal racial wounds. ''The executive and judicial branches of our government should be in the forefront, not in the gallery throwing stones and doing its best to undermine what progress we have been able to achieve,'' he told the conference.

AFL-CIO COPE Director John Perkins predicted that many voters will turn against President Bush because of the lack of jobs and the recession. Sen. Harris Wofford, in his successful campaign in Pennsylvania, showed that voters are deeply concerned about health care, jobs, and tax fairness — all issues on which labor and its allies are have taken strong stands, Perkins added.

The candidates who win the White House and several hotly contested state races will be the ones who appeal to black voters, said Norman Hill, president of the A. Philip Randolph Institute. The percentage of black support for COPE-endorsed candidates usually runs in the high 90s, he noted.

APRI plans voter turnout drives in 14 states that contain 69 percent of the nation's black voters and 61 percent of the overall national population, Hill added. Particular attention will be paid to trying to increase the turnout among young blacks and seniors, he said.

The size of the black and labor turnout will be crucial, Perkins said, in those southern states where first-term senators are running for re-election.

Perkins also warned that Republicans are trying to use the redistricting process to take control of the House, ''packing'' minorities into a single district they concede to the Democrats and leaving room for more districts in the conservative suburbs. The Reagan-Bush court appointees help this process along by allowing legislatures to gerrymander districts more than usual, he said.

Other speakers included Rep. Edward Pastor (D-Ariz.); Joslyn Williams, president of the Washington, D.C., AFL-CIO; Steelworkers Vice President Leon Lynch; Joe Velasquez, director of the AFL-CIO Community Services Department; AFL-CIO Legislative Director Robert M. McGlotten; Patrick O'Farrell, director of the African American Labor Center; and two South African trade unionists, Florence Devilliers, general secretary of the Domestic Workers, and Nathie Nhleko, who heads the Transport and General Workers Union.

The conference included sessions on the Americans with Disabilities Act, legal issues, drug abuse in the workplace, Hispanics and labor, cultural diversity, the status of women, AIDS, sexual harassment, the new Asian-Pacific Labor Alliance and the Equal Employment Opportunity Commission.

# Group warned against using AFL-CIO name in health scheme

A group wrongfully claiming affiliation with the AFL-CIO is using an ''associate membership'' program to sell health insurance.

The National Council of Allied Employees (NCAE) has been trading on the good name of the AFL-CIO to garner business for itself, laying out a package of benefits for unsuspecting small businesses and others whom it characterizes as ''associate members,'' federation officials said.

AFL-CIO General Counsel Laurence Gold informed Labor Department officials in a March 19 letter of the misrepresentation by the NCAE and its connected organizations. Gold also wrote to William Loeb, identified as the president of the organization, on March 20.

''As you well know — the NCAE is not affiliated with, backed by, or in any other way connected with the AFL-CIO. The AFL-CIO therefore demands that you, your agents and your connected organizations cease these misrepresentations.''

The Labor Department, along with several state insurance officials, is investigating the group.

The AFL-CIO has been receiving inquiries about the group and its ''Physicians Benefit Plan'' for several weeks. A company called ''National Benefits Consultants Inc.'' is marketing the benefit plan for the NCAE.

Employers and insurance agents who were contacted by the plan have described the sales pitch they received.

One man from New Jersey who is self-employed said he was told he would receive a union card, but it would not be necessary for him to pay union dues. An independent insurance agent in Pennsylvania was told by the marketing company that the premium would go to the AFL-CIO for union dues.

AFL-CIO officials are telling all inquirers that the National Council of Allied Employees and its associated groups — Local 444, Local 412, Local 915, Insurance Design Administrators and National Benefits Consultants — do not have any relationship with the AFL-CIO.

# UNION NEWS

Bud Federicci/Affiliated Graphics

**CWA President** Morton Bahr congratulates Barbara Easterling on her election as secretary-treasurer to succeed James Booe, who retired. Convention delegates re-elected Bahr to a third term.

## CWA delegates tune up for bargaining

**By Candice Johnson**
***Miami Beach***

Delegates to the Communications Workers convention dedicated the union to stretching the benefits of unionism "wall to wall" throughout the telecommunications industry and beating back management efforts to break their union.

The 3,000 delegates also re-elected President Morton Bahr to a third full term and elected Barbara Easterling secretary-treasurer.

Now in national bargaining with American Telephone and Telegraph and gearing up for negotiations with General Telephone Co., delegates acknowledged the tough fight facing them — especially with AT&T, which has called for layoffs and has hired union busters at its newest subsidiaries to try and keep the union message from spreading.

Bahr criticized the growing number of employers who, "for pure greed," are laying off workers and "downsizing" operations in order to "replace our jobs with cheap foreign labor and replace our skills with unnecessary technology."

Telecommunications industry revenues and net income have grown by more than 18 percent since 1986 and pay for top executives has increased by more than 23 percent each year since 1986, Bahr noted.

But workers at those same companies are receiving layoff notices and are facing further downsizing and union busting. This must stop now, he declared.

"This year in bargaining, we are putting the telecommunications companies on notice that we will not sit back as they cut our jobs and buy new companies," Bahr said.

Another message sent to AT&T bargainers was that CWA "is determined to represent the workers at AT&T-NCR" who are facing "a bitterly hostile, anti-union management," Bahr said.

Workers trying to organize at AT&T's National Cash Register facilities in Dayton, Ohio and Indianapolis, Ind., recounted for delegates their fight against the company's campaign of fear and intimidation. Elections at both facilities were lost by just a few votes, "but we aren't stopping," the NCR workers declared.

Bahr reported that an arbitration case involving the wrongful layoff of nearly 1,000 AT&T technicians in 1991 had been decided, with the arbitrator upholding CWA's position that AT&T violated union members' seniority rights and owed workers back wages.

Easterling, 58, was first elected to national office as CWA's executive vice president for legislative and political affairs in 1985. A former telephone operator, Easterling rose through the ranks of CWA Local 4302 in Akron, Ohio. She succeeds James Booe, who retired after serving as secretary-treasurer since 1985. Booe was elected secretary-treasurer emeritus.

In other national elections, delegates returned to office incumbent vice presidents for communications and technologies; telecommunications; public and health care; and printing, publishing and media workers. Delegates also elected as new district vice presidents Victor Crawley, 61, District 6; Sue Pisha, 49, District 7; and Janice Wood, 41, District 9.

Convention delegates called on union members, their friends, families and supporters to switch long distance carriers should bargaining with AT&T break down, and encouraged delegates to have cards signed authorizing CWA to make that switch. The convention also proposed a boycott of all AT&T products and services.

Delegates adopted a constitutional amendment that changes the schedule for the election of officers to an off-year in CWA's national bargaining with telecommunications employers. Officers elected at this year's convention will serve a one-time four-year term, until 1996, with three-year terms thereafter.

Convention delegates overwhelmingly rejected a proposal to change procedures for election of national officers from a delegate vote based on local union membership to a direct membership referendum and defeated a proposal to limit terms of officers.

Other convention speakers included Sen. Tom Harkin (D-Iowa), who also addressed an afternoon rally; Presidents Lenore Miller, Retail, Wholesale and Department Store Union, and George Kourpias, Machinists.

## Textile Workers install new leadership team

**Las Vegas**

Delegates to the quadrennial United Textile Workers of America convention marched in solidarity with striking Frontier Hotel workers.

Delegates to the convention, held March 9-12, also elected Ron Myslowka as president and Norman Boehm Jr. as secretary-treasurer. The two had been elected by the union's board in January 1992 to serve until the convention. Ten international vice presidents and three international trustees also were elected.

Constitutional changes approved by the convention reorganized the union into five regions — Northeast, Southeast, Northwest, Southwest and Canada — and gave union retirees a larger role in activities of their locals.

Delegates also pushed for union-made American flags, in support of Textile Workers members at the only flag-manufacturing shop in North America, the union said. Other resolutions expressed support for national health care reform, striker replacement legislation (S. 55) and opposition to the proposed North American Free Trade Agreement.

The keynote address was given by Nevada State AFL-CIO President Walt Elliot. Among the other speakers were Larry R. Jackson, president of the Grain Millers, and Bruce Shine, the Textile Workers' general counsel.

## Bush imposes more delays on rail unions

Rail workers at Amtrak, Consolidated Rail Corp. and the nation's major freight carriers, seeking new contracts for nearly four years, were put on hold again with the appointment of three presidential emergency boards.

While several unions approved tentative contracts with Amtrak as the 30-day "cooling-off" period ended April 4, the appointment March 31 of the emergency boards by President Bush was blasted by President Mac A. Fleming of the Maintenance of Way Employees.

"Based on the recent experience of national negotiations, they are waiting on a process that will not serve them well," Fleming said.

"In this age of a free-market railroad industry, everything is deregulated except labor. Workers should also be free to use the economic power that is rightfully theirs," Fleming declared.

If the boards had not been named during the "cooling-off" period, union members would have been free to strike the carriers on April 4, with the railroads allowed to implement their contract proposals or take other "self-help" measures.

The emergency boards must make recommendations by May 3 and a second 30-day cooling-off period would be required if the boards' recommendations are not accepted.

The Firemen and Oilers, representing 400 workers, and the Boilermakers, representing 110, reached tentative agreement with Amtrak, the National Mediation Board announced April 3.

In addition, the Transportation Communications Union reached a tentative agreement with Amtrak covering maintenance of way supervisors. A mail ratification vote will be held with results expected in mid-April, the union said.

Negotiations, with assistance from federal mediators, are continuing between Amtrak and the Locomotive Engineers, TCU carmen and other shop workers.

Amtrak is demanding "unacceptable rules concessions" from carmen, TCU President Robert Scardelletti said.

Involved in the disputes are some 25,000 railroad workers, including the Machinists at major freight carriers, the BMWE at Conrail and Amtrak, and the BMWE and other rail and shop-craft unions at Amtrak.

The 30-day clock on the workers' right to self-help through a strike was stopped when President Bush named three boards that will review the contract disputes at Conrail, Amtrak and nearly 80 freight carriers and recommend settlements.

Bush now has acted twice to appoint an emergency board in rail industry disputes. He refused, however, to name a board during the bitter Eastern Airlines dispute.

Last year, over union members' protests, Congress ordered striking workers to return to their jobs after just hours on the picket line and imposed a board settlement on rail workers at the nation's major freight carriers.

**—Candice Johnson**

## UNION-MADE WINE AND SPIRITS

| UNION | COMPANY | ITEM |
|---|---|---|
| Distillery Workers | Andre, Beaulieu (B.V.), Ballatore, Brut, Chateaulet, Chateau Chardon, Cook's Champagne, Franzia, Gallo, JFJ, Le Domainé Lejon, Sanford, Sebastiani Brut, Spumante, Tott's, Weibel | Sparkling Wines |
| | Akadàma, Boones, Catanni, Gallo, Gibson, Inglenook, Kikkoman, Night Train, Polo Brindisi, Spanada, T-Bird, Tyrolia, Weibel | Specialty Wines |
| | Bacardi Breezers, Bartles & James, Franzia, Seagrams | Coolers |
| | Almaden, Beringers, Cardo Bros., Clear Valley, Condello, Cresta Bella, Cucamonga Village, Gallo, Livingston Cellars, Handel & Mettler, Inglenook, Nawico, Old St. Charles, Pacific Valley Cellars, Pommerelle, Weibel | Dessert Wines |
| | Almaden, C.K. Mondavi, California Villages, Carlo Rossi, Chateau Royale, Clear Valley, Cresta Bella, Gamarelli & Davittos, Gibson, Inglenook Navelle, Mogen David, North Woods Cellars, Pacific Valley Cellars, Petri, Royal Host, Silverstone, Summit, Sylvan Springs, Vintners Choice, William Wycliff | Jug Wines |
| | Barengo, Beaulieu (B.V.), Bergfeld Winery, Beringers, Blossom Hill, California Colony, California Villages, California White Zin, CC Vineyard, Cedar Ridge, Charles Krug, Charles Lefranc, Christian Brothers, Clear Valley, Cresta Bella, Gallo, Gibson, Gustave Niebaum Collection, JFJ, Inglenook Napa Valley, Lost Hills, Napa Ridge, Navalle Select, North Coast Cellars, Oakridge, Pacific Valley Cellars, Quail Ridge, Royce, Rutherford Estate Cellars, San Martin, Sebastiani, Silverstone, Tribuno, Vineyard Hill, Weibel, William Bates | Premium Wines (Varietals) |
| | Calvert Gin, Crown Regency Brandy, Gallo Brandy, Gold Bell Brandy, Kessler Whiskey, Paul Masson Brandy, Ron Rico Rum, Royal Host Brandy, Seagrams Gin, Seagrams 7, Wolfschmidt Vodka | Distilled Spirits |
| Teamsters* | Anheuser-Busch, Miller Brewery, Pabst, Stroh Brewery, Heileman | Beer |
| Machinists | Anheuser-Busch, Heileman Brewing, Lone Star Brewing Co, Miller Brewing, Pabst, Pearl Brewing Co., Stroh Brewery | Beer |
| | Gallo Wines | Wines |
| | Age International, Schenley Distillers, Seagram, Walker, Hiram & Sons | Distilled Spirits |

*Teamsters also have contracts with other various distillers and vintners.

# OCAW agrees to end strike at DOE nuclear plant in Ohio

The Oil, Chemical and Atomic Workers has called off its nine-month strike against a government-owned uranium enrichment plant.

The workers returned to work unconditionally April 6 at Martin Marietta Energy Systems Inc.'s plant in Portsmouth, Ohio. The plant is one of only two in the nation that produces enriched uranium for the country's nuclear weapons program.

OCAW President Robert E. Wages told the company the return would not affect the current contract talks and the union "would endeavor to return the plant to normal operation as safely and smoothly as possible."

"As to wages, hours and working conditions referred to in the company's response, the union can neither agree or disagree to place conditions on what we intend to be an unconditional return to work," Wages said.

The company is offering the returning workers a 2.5 percent pay increase and certain job upgrades. But it said workers must have two to 10 weeks of retraining before they actually return to their jobs. Union members would be paid during retraining.

Wages said the "company's right to unilaterally implement all or part of its bargaining proposals is a matter to be determined by the National Labor Relations Board."

Some 1,050 members of OCAW Local 3-689 struck the plant on June 11 over the company's refusal to reinstate a 30-year contract that guaranteed workers seniority rights. The company, which operates the plant for the U.S. Energy Department, also wants DOE regulations to supersede the collective bargaining agreement.

Scabs from Martin Marietta plants in Kentucky and Tennessee were bused in to work temporarily in the plant during the strike. The union charged that the scabs received little training for the skilled jobs in the plant, jeopardizing the safety of the workers and the surrounding community.

Local 3-689 President John D. Knauff said the strike was called off because "we have an obligation to the safety of the plant and the people who live near it. We also have an obligation to assure the economic survival of our members and the communities they live in."

# Teamsters target Ryder for ploy to cut benefits

The Teamsters have mounted a corporate campaign against Ryder System Inc. for threatening to take away pensions, health coverage and job security from veteran employees.

The Ryder ploy involves dummy corporations set up by the company's automobile transport division, IBT President Ron Carey told investment analysts in a Wall Street briefing.

Ryder is trying to force 16,000 skilled carhaulers to give up their current benefits in order to compete with the company's own dummy corporations, which do not provide adequate retirement and health benefits, he said.

Carey described the maneuver as a form of double-breasting in which many carhaulers have lost their jobs as work has been shifted to the new subsidiaries. Ryder is trying to force concessions by creating its own non-union competition, he said.

Campaign tactics include leafleting at Ryder truck rental facilities, governmental inquiries and public rallies. Carey led more than 500 demonstrators April 6 outside Ryder's corporate headquarters in Miami. They were joined by many delegates to the Communications Workers convention.

Carey pointed out that CWA and IBT share problems such as "double dealing" by employers and subsidiaries, and the growing use of temporary and part-time workers. "We need to mobilize our members and find new strategies" because no one in the labor movement can do it alone, he said.

CWA President Morton Bahr agreed, noting that "If Ryder gets away with shifting the jobs of Teamsters to a non-union subsidiary, it will only be a matter of time before they go after the jobs of our members"—the CWA Local 3263 who work at Ryder Trucks in Atlanta.

That theme of solidarity was readily apparent as Carey led the Teamsters delegation, along with supporters from the Machinists and others, from Ryder headquarters in a march to the Miami Beach Convention Center, where they joined in a demonstration at the CWA convention.

Also speaking at the rally were Broadcast Employees President James Nolan and Sen. Tom Harkin (D-Iowa).

The union's campaign will target all of Ryder's political and economic relationships, including those with other unions, shareholders, customers, creditors and government agencies. Ryder provides school bus transportation, airline engine service, municipal bus service, truck and vehicle leasing and carhauling.

Carey charged that Ryder management has threatened the safety and reliability of its fleet during the past three years by slashing almost $1 billion from spending on new equipment.

"We're going to shine a light on Ryder's reckless management policies," Carey said.

Community and civil rights leaders have formed a national committee to help bring these issues to public attention. Committee members include Reps. Esteban Torres (D-Calif.), and Eleanor Holmes Norton (D-D.C.), Rev. Joseph Lowery of the Southern Christian Leadership Conference, former U.S. Labor Secretary Ray Marshall, Dr. Benjamin Hooks of the NAACP and Judith Lichtman of the Women's Legal Defense Fund.

# ACTWU prods Sears to end Chinese prison-labor buys

The Clothing and Textile Workers used "economic strategies" to convince Sears, Roebuck and Co. not to purchase goods made by Chinese prison labor.

In a joint announcement, ACTWU and Sears said the company will terminate its relationship with any supplier found to be in violation of the policy and will share evidence with the U.S. Customs Service on attempts to illegally import products made by forced labor.

"This policy agreement contains unprecedented enforcement procedures that will change the way business is done with U.S. companies in the Far East," said ACTWU President Jack Sheinkman. "The agreement advances the principle that U.S. companies must take responsibility for the conditions under which goods made in China are produced."

ACTWU had introduced a shareholder proposal asking the Sears board of directors to conduct a study of the company's purchase of Chinese prison-made goods. As part of the agreement, ACTWU withdrew the shareholder proposal.

ACTWU doesn't represent Sears workers but does have holdings in the company. The union's economic strategies have included increasingly turning to investors to convince corporate mangement to deal with labor rights issues.

This is the second time in the past month that a major U.S. retailer has publicly committed itself to severing ties with suppliers who violate U.S. trade and labor laws by using slave labor to produce goods.

Levi Strauss and Co. announced in March that it is ending business relations with the Tan family in the U.S. protectorate of Saipan after learning of the wholesale violation of workers' rights by that employer.

# U.S. unions boost South Africans

Crown Cork and Seal Co. has agreed to reinstate 196 black South African workers after a joint effort by the Steelworkers, the Machinists and The Africa Fund.

The workers, all members of the South African Metalworkers, were fired for participating in a two-day strike protesting apartheid and replaced by scabs on Sept. 22.

The reinstatement agreement calls for 100 workers to return to their jobs immediately. The remaining 96 were given preferential recall rights. The company will pay $185,000 to those workers who choose not to return.

The agreement was hailed by USWA Vice President Leon Lynch and IAM Vice President George Poulin, who helped to coordinate the unions' efforts.

"This is what unionism is all about, helping brothers and sisters everywhere to exercise their God-given rights without fear of oppression or intimidation from either the state or transnational corporations," Poulin said.

# Trade pact social clause essential, declares ICFTU

**Caracas, Venezuela**

The world's unions will continue to fight for social clauses in trade agreements to "prevent cutthroat competition in labor standards," the International Confederation of Free Trade Unions said at its congress.

With a worker rights agreement among nations, the expansion of world trade and investment could increase employment opportunities and living standards, the ICFTU said.

The ICFTU pointed out, however, that much remains to be done, since the negotiators on the General Agreement on Tariffs and Trade, for example, have refused to discuss the proposal.

The congress, which drew 860 delegates from 109 countries, cautioned that the ICFTU must foster the "universal and systematic application of trade union and other human rights" to make certain that Marxist-Leninism is not replaced "by the tyranny of unrestrained market forces unaccountable to the people."

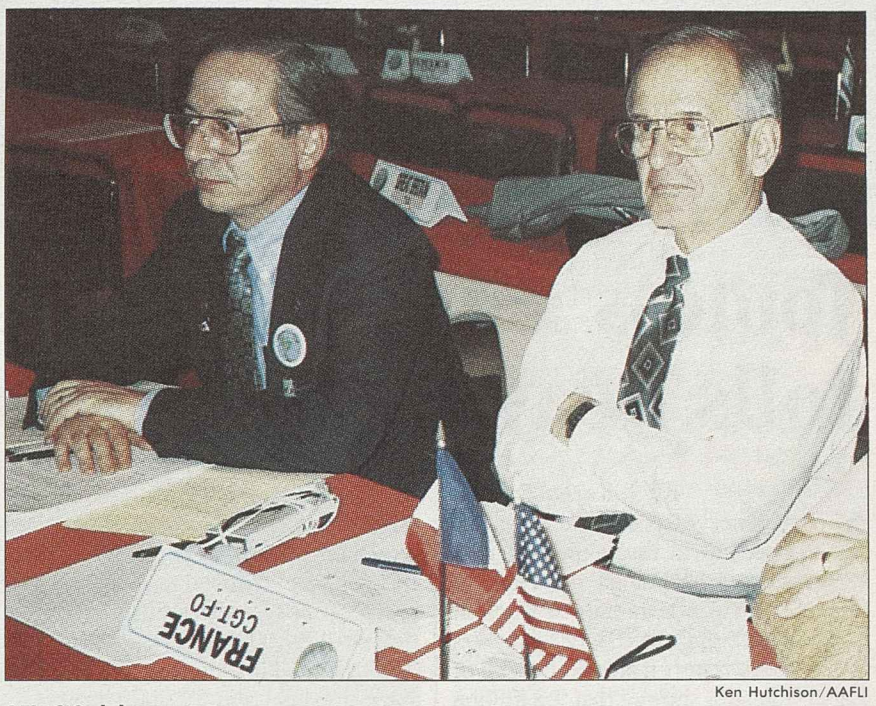
The congress elected Enzo Friso of Italy to succeed John Vanderveken of Belgium as general secretary and C. LeRoy Trotman of Barbados as president to succeed P.P. Narayanan of Malaysia.

In other actions, the congress pledged the ICFTU to:

- Improve its collection and publishing of information on workers' right violations.
- Help affiliates organize workers in such areas as export processing zones.
- Continue pressing international financial institutions, especially the International Monetary Fund and the World Bank, to insert a "social dimension" into their decisions.

AFL-CIO President Lane Kirkland headed a federation delegation to the world congress that included AFL-CIO Secretary-Treasurer Thomas R. Donahue and AFL-CIO Vice Presidents Albert Shanker of the Teachers, chairman of the federation's International Affairs Committee; Joyce Miller of the Clothing and Textile Workers; Lenore Miller of the Retail, Wholesale and Department Store Union; John Sweeney of the Service Employees; and Lynn Williams of the Steelworkers; along with Jim Baker, executive assistant to Kirkland and new AFL-CIO International Affairs Director Charles D. Gray.

Kirkland, Shanker, Owen Bieber of the UAW and Richard Trumka of the Mine Workers were elected as "titular" members of the ICFTU board.




Ken Hutchison/AAFLI

**AFL-CIO delegates** Paul Somogyi of the Free Trade Union Institute and Lynn Williams of the Steelworkers at the ICFTU international congress.

Bill Burke/Page One Photography

**AFL-CIO Vice President** Jack F. Otero (right) and former Cuban political prisoner Ernesto Diaz Rodriguez testify before House committee.

# AFL-CIO supporting efforts to bring democracy to Cuba

The AFL-CIO is working to provide Cuban workers with the same kind of assistance it gave to Solidarnosc in Poland, a federation leader told Congress.

"Although we recognize that the freedom for trade unionists to operate in Cuba is far narrower than it was during much of the past decade in Poland, we know from experience it can be widened, and we are willing to give Cuban workers the crowbar they need to pry their country wide open," AFL-CIO Vice President Jack F. Otero told the House Foreign Affairs Committee.

Otero, vice president of the Transportation Communications Union and a member of the AFL-CIO Labor Committee for a Free Cuba, testified on behalf of H.R. 4168, the Cuban Democracy Act of 1992. The AFL-CIO supports the goals of the legislation but not all its provisions, Otero said.

Otero described the AFL-CIO's concerted effort to improve the conditions of Cuban workers, including the campaign to free political prisoners Ernesto Diaz and Mario Chanes de Armas and assistance in producing worker-oriented radio programs for broadcast into Cuba.

The AFL-CIO has established direct contact with workers in the independent Cuban trade union, the UGTC, to find out what they want in both material needs and the development of other forms of assistance, Otero said.

The bill strengthens U.S. sanctions against Cuba, allows telecommunications and postal service between the United States and Cuba and for the donation of food and medicines through international organizations.

It also would allow increased trade after certain conditions are met. Otero urged the committee to add workers rights and human rights to the list of conditions.

The bill prohibits countries that trade with Cuba from signing free trade agreements with the United States. "It is important that countries like Mexico take steps to comply with this provision as they seek to negotiate trade agreements with the United States," Otero added.

Organized labor opposes as unenforceable a provision that bans any vessel that enters a Cuban port to load or unload cargo in the United States. The ships would off-load in Canada and transport the goods over land, creating a loss of jobs, Otero said.

# Unions press shirtmaker in Guatemalan maquila

**By Muriel Cooper**

Employees at two Phillips-Van Heusen plants are launching their second attempt to become the first workers to organize a union in Guatemala's maquila industry.

In addition to union recognition and a bargaining agreement, the 70 workers are seeking a $40 a month wage increase in face of Guatemala's 100 percent increase in the cost of living in the past two years in Guatemala.

Phillips-Van Heusen, the largest marketer of men's shirts in the United States, has run an aggressive union-avoidance campaign.

The workers first filed for union recognition in March 1991, but after almost a year of intimidation that included a shooting, a blacklist and periodic threats to close the plant, the emerging union's final executive committee member resigned. Management offered a $1,000 bonus to committee members to resign, since under Guatemalan labor law, a union must have an executive committee to win recognition.

Despite the company's pressure tactics, the number of union supporters has grown from eight to 35 in the second drive.

## Many unions involved

Two AFL-CIO Executive Council members — William Bywater of the Electronic Workers and Jay Mazur of the Ladies' Garment Workers — recently sent messages to Phillips-Van Heusen urging union recognition and negotiations.

The program to assist the Guatemalans by the AFL-CIO's American Institute for Free Labor Development has been helped by the efforts of members of the Teamsters, Service Employees, UAW, Teachers, AFSCME, ILGWU, Food and Commercial Workers, Newspaper Guild, Letter Carriers, Longshoremen and Warehousemen, Laborers, Government Workers, Communications Workers, Steelworkers, Carpenters and ACTWU.

U.S.-Guatemala Labor Education Project Director Stephen Coats said that Phillips-Van Heusen pays slightly more than some other employers, but "it's still not enough for an adequate living, about $2 or $3 a day."

> *"Our primary goal is to break through the no-union barrier in Guatemala's maquila sector."*
>
> **—Stephen Coats, director U.S.-Guatemala Labor Education Project**

In the Guatemalan "maquilas," workers assemble imported duty-free products that are later shipped to places like the United States. Foreign investors are there because of the higher profits possible from the low wages and, in Guatemala, as in Mexico, the lax environmental standards.

"Our primary goal is to break through the no-union barrier in Guatemala's maquila sector," said Coats.

"PVH claims it is a model employer," said Coats. "But paternalism is not a substitute for respecting basic rights." He said the company has made some moves to stave off union sympathy by making some improvement in working conditions, but the company "has not acknowledged the rights of its workers to adequate pay or to form a union."

Several religious groups have written PVH about their anti-union drive, including the Methodist Federation for Social Action, which told the company "we support the right of public and private employees and employers to organize for collective bargaining into unions and other groups of their own choosing."

Pickets from human rights groups also have alerted consumers of Phillips-Van Heusen's labor policies by leafleting.

Guatemala is the second situation in as many months to bring PVH labor policies to national attention. In February it was revealed that that PVH houses Saipan factory workers in a guarded compound and works them 11-hour days for $1.50 per hour.

# ECONOMY

## Jobless rate, at 7.3%, tolls heavily on blacks

By John R. Oravec

No evidence of economic recovery cropped up in the depressed jobs sector during March as the nation's unemployment rate remained stuck at a seven-year high of 7.3 percent.

The bleak report from the Bureau of Labor Statistics showed that 9.2 million Americans were officially unemployed after seasonal adjustment. In actual numbers, the count was close to 10 million.

Since the start of the Bush recession in July 1990, BLS said the number of jobless workers has risen by 2.5 million and the jobless rate increased 1.9 percentage points.

The BLS household survey showed an employment gain of 300,000 over the month, although the size of the work force increased by the same amount with a rise in the number of job-seekers.

However, the bureau's establishment survey found that payrolls increased by only 19,000 after seasonal adjustment, largely because local governments hired temporary workers to help with primary elections.

Seasonally adjusted, private industry payrolls shrank by 20,000 to 90.3 million, BLS said.

AFL-CIO chief economist Rudy Oswald noted an alarming jump in adult black male unemployment, up to 14.3 percent from 13.4 percent. Overall, Oswald said, 17.7 million workers were affected by total or partial unemployment in March for a "true unemployment rate of 11.5 percent."

That reading, Oswald noted, is based on the 9.2 million officially unemployed, as well as 1 million discouraged workers who have given up the search for jobs, 6.5 million in part-time jobs because they can't get full-time work and "another million hidden unemployed."

BLS said the duration of unemployment continued to climb in March with the average span rising to 17.1 weeks, and 1.8 million workers were unemployed for 27 weeks or more.

In key industry sectors, March jobless rates rose to 17.6 percent in construction, eased to 7.3 percent in manufacturing and climbed to 7.1 percent in services. Seasonally adjusted payrolls declined 24,000 in retail trade and 3,000 in manufacturing, while local governments hired 39,000 workers — most of them short-term temporaries.

Seven of the nation's largest industrialized states registered jobless rates higher than the U.S. average: Michigan, 9.3 percent; Massachusetts, 9.1 percent; Florida, 8.6 percent; California, 8.5 percent; New York, 8 percent; Illinois, 7.8 percent; and Texas, 7.6 percent. Ohio and Pennsylvania posted rates of 7.2 percent; New Jersey had 7.1 percent and North Carolina was at 6.3 percent.

The 0.9 percent increase in unemployment for adult black males left the jobless rate for all black workers at 14.1 percent. Jobless rates held at 11.6 percent for Hispanics and 6.5 percent for white workers.

Only 5.7 million of the jobless were drawing unemployment compensation last month, leaving nearly 4 million unable to claim benefits. About 1.7 million of the beneficiaries were long-term jobless collecting extended unemployment compensation under legislation that President Bush grudgingly signed after trashing two earlier UI measures.

In the week ended March 21, newly unemployed workers filed 456,000 compensation claims. With layoffs continuing to take their toll, more than 2 million workers a month have filed initial claims for benefits during the first quarter of 1992, according to data released by the Labor Department's Employment and Training Administration.

Recurring studies of the unemployment insurance system have documented the failure of the program to provide sorely needed coverage to the jobless, particularly in long-running recessions.

For example, only 1 in 5 unemployment workers in South Dakota qualified for benefits in 1991. In West Virginia, which had the highest jobless rate of any state, just 31 percent of the unemployed received compensation. In Michigan, where the jobless rate averaged 9.2 percent last year, 41 percent of the unemployed were compensated.

Before the extended benefits were added late last year, only 33.4 percent of jobless received compensation in October. Last month, with the combination of regular compensation for the first 26 weeks of unemployment and added provisions for the longer-term jobless, the coverage expanded to 58.9 percent of the unemployed workers.

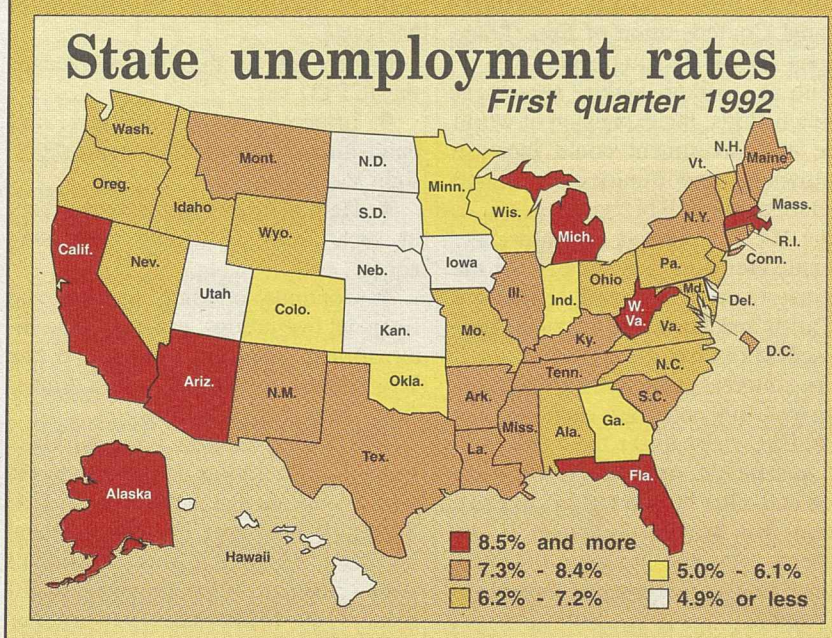
But the extended benefit program will expire July 4 unless Congress moves to overhaul the system.

Legislation being drafted by Rep. Thomas Downey (D-N.Y.), chairman of the House Ways and Means subcommittee on Human Resources, would further extend the temporary extension and provide for needed permanent changes to ease the plight of the jobless.

The Senate is expected to schedule hearings soon to consider stretching out the emergency benefits for the long-term jobless.

Basic unemployment benefits currently are financed through a federal tax on employers equal to 0.8 percent of the first $7,000 of a worker's wages.

### Significant statistics




Unemployment rates were higher in 35 states during the first quarter of 1992 from the year-ago period, according to data from the Bureau of Labor Statistics. Since the start of the Bush recession in July 1990, the jobless rates of 31 states increased at least 1 percentage point. Among the largest increases were West Virginia, up 5.1 points; Arizona, up 3.2 points; New York and Alaska, both up 3 points. Ten states recorded rates at 8 percent or higher during the first quarter of 1992.

| | |
|---|---|
| **March unemployment rate** | **7.3 percent** |
| Jobless workers | 9.2 million |
| **Initial UI claims Week of March 21** | |
| Seasonally adjusted | 456,000 |
| Change over week | +9,000 |
| **Construction spending** | **$406.2 billion** |
| February | -0.4 percent |
| **Leading indicators** | **147.6** |
| February | +0.8 percent |
| **Factory orders** | **$236.4 billion** |
| February | +0.5 percent |
| **New home sales** | |
| Annual rate | 613,000 |
| February | -2.7 percent |

AFL-CIO NEWSGRAFIC

## State-local budget crunch holds public employee pay gains to 2.8%

Hampered by the lingering recession and Bush administration policies undercutting the budgets of state and local governments, major collective bargaining agreements negotiated by public employee unions in 1991 provide wage gains averaging 2.8 percent a year.

Under settlements covering 1,000 workers or more, the pay adjustments are the lowest since 1984, and replace contracts that brought wage improvements averaging 4.8 percent, the Bureau of Labor Statistics reported.

A BLS analyst said the lower settlements reflect the "serious financial straits" many state and local governments are experiencing because of budgetary restraints.

In some states, such as California, negotiated increases have not been implemented and are locked in litigation. Elsewhere, such as in New York, unions have delayed opening negotiations. And wage freezes have resulted in other states.

A total of 820,000 state and local government employees are covered by the 224 settlements concluded last year. About three-fifths, or 649,000 of the workers, receive pay increases over the life of the agreement. The others, mainly local government education workers, had their wages frozen. But none of the contracts reduced wage rates, BLS data showed.

For state employees, the average wage gain was 3 percent. Local government employees settled for gains of 2.7 percent. BLS said the higher pay gains for state employees were the first time since 1986 that they exceeded the rates of local government workers.

Settlements in education, covering some 370,000 teachers, administrators and service employees, averaged pay gains of 2.2 percent a year.

The average duration of the state and local contracts is 19.5 months, compared with 21.9 months for the agreement they replaced.

In other economic developments:

- New orders for manufactured goods rose 0.5 percent in February, bolstered mainly by gains in non-durables, the Commerce Department reported. Factory orders also advanced 0.5 percent in January, but the back-to-back increases failed to offset the 3.7 percent decline logged in December.

Orders for durable goods — big ticket items designed to last three years or longer — declined 0.3 percent in February. Orders for non-durables rose 1.4 percent, after declining in both December and January.

- The government's index of leading economic indicators rose 0.8 percent in February after posting a revised 1 percent gain in January, the Commerce Department said.

Similar advances were recorded in the first quarter of 1991 before the rally petered out in mid-year.

In February, seven of the 11 indicators contributed to the pickup. The gains were in the average workweek, money supply, building permits, sensitive materials prices, consumer expectations, new orders for consumer goods and vendor performance.

- Sales of new homes slipped 2.7 percent to an annual rate of 613,000 units in February after surging 11.1 percent in January, the Commerce Department reported. Analysts attributed the decline partly to rising mortgage rates. In February 1991, new home sales soared 20.7 percent, but the advance slowed until mortgage rates declined near year-end.

Surveys by the Federal Home Loan Mortgage Corporation showed 30-year fixed rate mortgages rose from 8.7 percent in February to about 9 percent in late March.

# Tom Kahn dies at 53

AFL-CIO international affairs director Tom Kahn died March 27 of complications resulting from AIDS. Kahn, 53, resigned earlier in the month, citing his health problems in a letter to AFL-CIO President Lane Kirkland.

"Workers who struggle around the world to form free trade unions have lost a staunch friend and ally," Kirkland said. "All of us will miss Tom as an incisive thinker and an effective advocate of our contention that workers cannot prosper without free, democratic institutions of their own design."

Kahn came to the AFL-CIO as an assistant to the president in 1972 and was named international affairs director in August 1986.

A memorial service for Kahn will be held April 15 at 4:30 p.m. at AFL-CIO headquarters.

A staunch opponent of segregation and communism, Kahn worked to build strong ties with leaders of human rights struggles around the world. He played a major role in bringing to the AFL-CIO headquarters such now-famous leaders as Lech Walesa, Nelson Mandela, Boris Yeltsin, Andrei Sakharov and Aleksandr Solzhenitsyn.

Kahn was central to the AFL-CIO support of the Polish trade union Solidarnosc when money and printing equipment had to be smuggled into Poland after Solidarnosc was suppressed in December 1981.

Kahn addressed the founding convention of the free, democratic union that emerged in Hungary in 1989 and worked closely with leaders forming similar free unions throughout Central and Eastern Europe. He was instrumental in lining up U.S. aid to the miners' strike committees in the Soviet Union which evolved into democratic unions.

Domestically, Kahn was a writer and theorist who opposed the far right and far left with equal tenacity. Kahn often attributed the ferocity he brought to political struggles to the early influence of Max Shachtman, who taught that socialism and democracy are inseparable and consequently that opposition to Stalinism must be unyielding.

The son of a New York City local union officer of the utility division of the Transport Workers, Kahn was born Sept. 15, 1938. He attended Brooklyn College, Columbia University and UCLA before graduating from Howard University in 1961.

He began his career in close association with civil rights leader Bayard Rustin, the coordinator of the 1963 March on Washington, on which Kahn drafted the original plan.

Also in collaboration with Rustin, Kahn helped develop the "From Protest to Politics" theme of the late 1960s which set forth the need for labor and civil rights cooperation to achieve a fully integrated society. With that thesis, Rustin and Kahn came into sharp conflict with the Black Power movement they saw as separatist.

A lifelong opponent of apartheid, Kahn organized annual U.S. observances of the 1960 Sharpeville massacre and directed support of emerging black unions in South Africa.

Before joining the AFL-CIO, Kahn served as executive director of the League for Industrial Democracy from 1964 to 1972 and as chief speechwriter to Sen. Henry (Scoop) Jackson in 1972. Kahn took time off from LID in 1968 to serve as a Hubert Humphrey speechwriter on assignment from the UAW.

A lifelong social democrat, Kahn was a member of the Young People's Socialist League as a student and an early organizer of the Students for a Democratic Society. He broke sharply with SDS as it became an anti-democratic, revolutionary student movement.

During the Vietnam war, Kahn wrote "The Invisible Youth," which argued that a majority of U.S. young people were workers, perhaps parents, and not campus political activists.

Kahn was instrumental in the formation of the A. Philip Randolph Institute. Under the guidance of Randolph and Rustin, Kahn helped to organize the 1957 Prayer Pilgrimage and the 1958-59 Youth Marches for Integrated Schools. Kahn was arrested four times in various non-violent civil rights demonstrations.

As AFL-CIO international affairs director, Kahn mounted an effective outreach program — including a speaker's bureau, regional conferences and new publications and newsletters — to explain the federation's international program to local officers of U.S. unions.

He helped shape the AFL-CIO Free Trade Union Institute, which works to build free trade unions around the world. In a 1982 speech to a New York teachers convention, Kahn spelled out what he called labor's foreign policy:

"We live in a world economy in which the material well-being of America's workers is directly affected by foreign wage rates, access to raw materials and prevailing political and social conditions.

"In our view, the most fundamental human right is freedom of association. That is the right of ordinary people to create their own institutions independent of the government, institutions which can shelter them from the power of the state, the power of the employer or the power of other organized social forces."

Kahn is survived by his longtime companion, Alain Fournier of Silver Spring, Md., a sister, Rosemary Colville, and a niece, Ann Colville, both of California.

**Lech Walesa,** with Tom Kahn during the 1989 AFL-CIO convention, credited Kahn with assisting the Polish Solidarnosc during its underground struggles.

## Newsmakers

President **James J. Norton** of the Graphic Communications Union was re-elected to a second four-year term by better than a two-thirds margin in membership voting by mail ballot. Officers elected without opposition are Secretary-Treasurer **Guy DeVito** and Vice Presidents **Leonard E. Adams, John M. Greer, Gerald H. Deneau** and **Charles G. Ellington.** Vice presidents elected in contested races are **Wade H. Moore, Garry Foreman, Lawrence Martinez** and **James J. Cowan.** GCIU members also elected 13 local leaders from six regions to the union's general board. The new terms of office begin June 1.

**Jerry Zellhoefer** has been appointed by AFL-CIO President **Lane Kirkland** as the federation's European representative, effective April 1. Zellhoefer, who previously served as a representative of the International Confederation of Free Trade Unions, joined the Paris AFL-CIO office on May 1, 1991. He succeeds **Jim Baker,** now Kirkland's executive assistant. Zellhoefer, 50, was president of the Santa Cruz County AFL-CIO from 1979 until he went to the ICFTU in 1986. He was elected to his first office in Service Employees Local 535 in 1968 and served as an SEIU field representative and as general manager of SEIU Local 415.

The Teachers have appointed **Lawrence N. Gold** as the director of the union's College and Universities Department. Gold replaces **Robert Nielson,** who retired earlier this year. Gold previously was president and founder of Public Policy Advocates.

**Ronald E. Powell,** president of Food and Commercial Workers Local 881, has been elected to the board of directors of the Amalgamated Bank of Chicago. He replaces **Louis Montenegro,** who retired. Powell, a UFCW vice president, also is vice president of the Illinois State AFL-CIO.

**Rep. Robert Roe** (D-N.J.), who has announced his plans to retire from the House of Representatives, was described as "the champion job-creator of the Congress," by AFL-CIO President Lane Kirkland. "Bob Roe showed the nation how the constructive use of government can alleviate joblessness and set the stage for America's continued growth and prosperity," Kirkland said.

### DEATHS

**James Bell,** longtime labor and civil rights activist, died April 1 of lung cancer at Sloan Kettering Cancer Center in New York. He was 48.

Bell was vice president of UAW District 65 and president of the New York Chapter of the Coalition of Black Trade Unionists. New York Mayor David Dinkins paid tribute to Bell, saying his passing was a "personal loss," as well as a loss to the city.

Bell, the political director for District 65, served as a security director in Dinkins's 1989 mayoral campaign and as Harlem director for Gov. Mario Cuomo's 1986 re-election campaign.

**Mary K. Rush,** who served on the secretarial staff of the AFL and the AFL-CIO Metal Trades Department for 47 years, died April 3. She was 79. A member of the Office and Professional Employees Local 2, she retired from MTD in 1985.

## Resources

The Department of Economic Research's **UNICORE** database, recently updated and expanded, keeps track of the union status of U.S. companies for AFL-CIO affiliates. Call the Economic Research Department at 202/637-5311.

**Labor Line,** a computerized bulletin board developed by the Union PC Users Group, provides a public message system to union officers, business agents, organizers and staff. The 24-hour, toll-free line can be accessed by calling 301/431-0534 with a modem.

### PUBLICATIONS

The **Catalog of Safety Training Videos** is a new listing of approximately 100 video training programs. Free of charge, call toll-free 800/233-6067; 301/948-0540 in Maryland. Or write BNA Communications Inc., 9439 Key West Ave., Rockville, Md 20850-3396.

**Child Labor Monitor,** a newsletter published by the National Consumers League, deals with the rising tide of child labor violations and injuries in the United States and abroad. Subscription rate is $12/year. Contact NCL at 815 15th St. NW, Suite 928-N, Washington, D.C. 20005. 202/639-8140.

Summary 92-4, **The Unemployed — Who They Are and How They Are Counted** is now available from the Bureau of Labor Statistics. Call 202/523-1913 or 202/523-1944.

### AUDIO

**This Line is Singin',** a cassette produced by the Freedom Song Network and the San Mateo AFL-CIO, is designed to get folks on the picket line singing along. Tapes are $8 from the Freedom Song Network, 131 Mangels, San Francisco, Calif. 94131.

# Tragedies in workplace cry out for OSHA reform

**Continued from Page 1**

The emotional pain of the family, as detailed by the victim's sister, Lisa Eilar, left few dry eyes among the committee members and those in the audience.

"If you had to live with what we have, the horror we have, then you'd see why we feel no reasonable person would refuse to support this legislation," she said. From what his co-workers told the family, "He knew what was happening to him — he tried to crawl out."

"Unless you act, this senseless carnage will continue — only the names and the circumstances will change," Lisa Eilar told the panel. "People's lives depend on what you do here today."

Williams painted a bleak picture of progress made since OSHA became effective in 1971. "Unfortunately, the situation is getting worse, not better," he said. "For the past seven years, we've seen an increase in the reported injury rate and the last figures reported by BLS for 1990 show the highest injury rate in a decade."

Lucassen stressed the need for worker involvement on the job in matters of safety and health, and especially emphasized the necessity of a role for workers in the OSHA settlement process.

"The fact remains that the employees are the parties whose rights were violated," he said. "They know what the conditions really are in their workplace and what the true impact of a proposed settlement will be, and they should be heard when those proposals are discussed."

In testimony one week before, Clothing and Textile Workers President Jack Sheinkman criticized recent moves by the White House Office of Management and Budget to block OSHA standards, pointing out that "since 1981, the administration has issued only four comprehensive standards on toxic substances."

OMB's request for a cost-benefit analysis recently held up a proposed standard affecting the construction, agriculture and maritime industries.

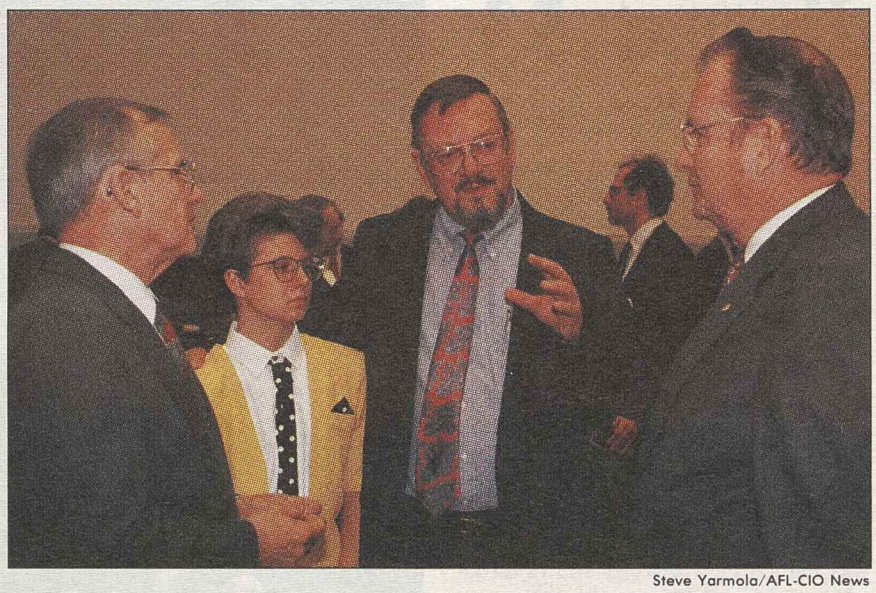
"OMB is wrong — morally and ethically wrong — when it says we should balance workers' lives against employers' costs and profits," Sheinkman told the House committee. "Our nation's principles and traditions simply do not support the suggestion that workers' lives be sacrificed for the greed and gain of the few."

Also testifying was Pasquale Sciortino, a member of Laborers Local 131 who spent 23 years working as a plaster tender in Detroit before being felled by occupational disease.

"We worked with cement, lime, silica, marble dust and fiberglass," he said. "I also worked at scraping off asbestos fireproofing. This job was very dusty but we had nothing to protect ourselves," he said. "We had no mask, clothes or safety glasses."

"The company's attitude was 'take it or leave it' when we raised questions about the dust, or when we asked for a mask."

Sciortino, 52, has been out of work since January 1989, and has been receiving Social Security disability payments for two years. Doctors have told him he has scarring of the lungs, emphysema, chronic asthma and heart problems — all caused by the silica and asbestos he was exposed to on the job.



Steve Yarmola/AFL-CIO News

**At congressional hearings,** Jack Eilar discusses the effects of his son's death with Steelworkers President Lynn Williams (left) and Carpenters President Sigurd Lucassen (right), as his daughter, Lisa, listens.

Title IV of the OSHA reform legislation would set firm deadlines for OSHA standard-setting, opening the process to the public view. The legislation also would bar the use of cost-benefit analysis for safety standards, as is already the case for health standards.

"Cost-benefit analysis is entirely inappropriate" regarding lifesaving health and safety rules," said Thomas McGarity, a law professor and author. "It would be wrong to place a value on a worker's life based on what he or she is willing to pay for increased safety."

Sheinkman pointed out that employers usually "cry wolf" when OSHA proposed regulations, but when standards have forced modernization and improvements, the result is "a more productive industry."

Philip J. Landrigan of the Mount Sinai School of Medicine expressed concern over the high costs of occupational disease.

"The direct and indirect medical costs that are incurred each year in the United States as the result of occupational illness are estimated to exceed 6 billion dollars," he said. "The great tragedy is that work-related diseases are entirely unnecessary. They are highly preventable. They arise from man-made conditions, and they can be prevented through modification of those conditions."

# INSIDE

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**1** ***Caterpillar strikers gain political support***
Some 13,000 striking Caterpillar workers picked up support from political leaders as they refused to give in to company threats to hire "permanent replacements."

**1** ***Victims decry tragedy of runaway plants***
Victims of plant closings urged Congress to pass the Save American Jobs Act, easing the pain felt by hundreds of thousands of workers who have lost their jobs.

**5** ***Workers Memorial Day focus on OSHA reform***
Comprehensive OSHA reform legislation pending in Congress gives new impetus to Workers Memorial Day, as unions plan a variety of activities across the country this April 28.

**6** ***Labor urged to organize to win 1992 election***
The upcoming election offers the best chance in years for organized labor and its civil rights allies to end the anti-worker Bush administration, the AFL-CIO Civil Rights Conference was told.

**10** ***Jobless rate unchanged, worse still for blacks***
The nation's unemployment rate remained stuck at a seven-year high of 7.3 percent in March as the lingering recession took an even heavier toll on black adults.

**11** ***Tom Kahn dies at 53; fought for human rights***
AFL-CIO International Affairs Director Tom Kahn, who rose out of the civil rights movement to spread trade unionism around the globe, dies.

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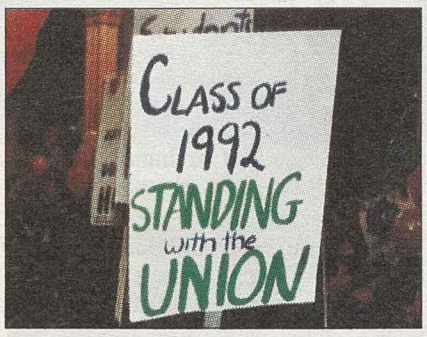



**Unions** find receptive audiences among workers on college campuses. **Page 5.**

AFL-CIO NEWS

VOLUME 37, NUMBER 9 APRIL 27, 1992

# Council to take up Clinton endorsement

By Michael Byrne

The AFL-CIO Executive Council will consider a recommendation to endorse Bill Clinton for the Democratic presidential nomination.

The recommendation, made April 13 by the federation's Political Work Committee, will be taken up at the council's May 5-6 meeting in Washington.

"The committee's vote is a reflection of the feeling across the breadth of labor that now is the time to act," AFL-CIO President Lane Kirkland told a news conference following the meeting.

"With the recession continuing to batter American workers, trade union leaders have been given a clear and convincing signal from union members that they want a new administration in the White House — one that cares about working people and will work to improve their lives," he said.

*"The committee's vote is a reflection of the feeling across the breadth of labor that now is the time to act."*

**— AFL-CIO President Lane Kirkland**

Kirkland said the committee's recommendation for the Executive Council to take up the issue was unanimous, although several committee members reported that their unions have not completed the polling of their membership and, thus, were not ready to endorse.

The committee authorized Kirkland to begin setting the AFL-CIO's COPE machinery in motion, notifying state federations to support Clinton's bid in the April 28 Pennsylvania primary, as well as in the Indiana, North Carolina and Washington, D.C., primaries on May 5.

State and local central bodies swung into action immediately, gearing up phone banks and other informational efforts, such as handbilling at plant gates, urging union members to support Clinton.

"We're ready to get out the vote," Pennsylvania AFL-CIO President Bill George said. "Union members in Pennsylvania have been very receptive to this action by the AFL-CIO. They want the candidates to address labor's issues."

George and other labor leaders met with Clinton in Pittsburgh April 21, the day a Pittsburgh Post-Gazette poll showed that Clinton was favored by 43 percent of the registered Democratic

**Continued on Page 6**

# UAW, Cat talk as workers return to jobs

By John R. Oravec

Workers began returning to their jobs at Caterpillar Inc. as the UAW recessed a five-month strike after the company gave its assurance it would not hire "permanent replacements" — an issue that continues to obstruct labor-management settlements.

The back-to-work truce was shaped by Bernard E. DeLury, director of the Federal Mediation and Conciliation Service, whose mediators will bring the parties together soon for the resumption of contract talks.

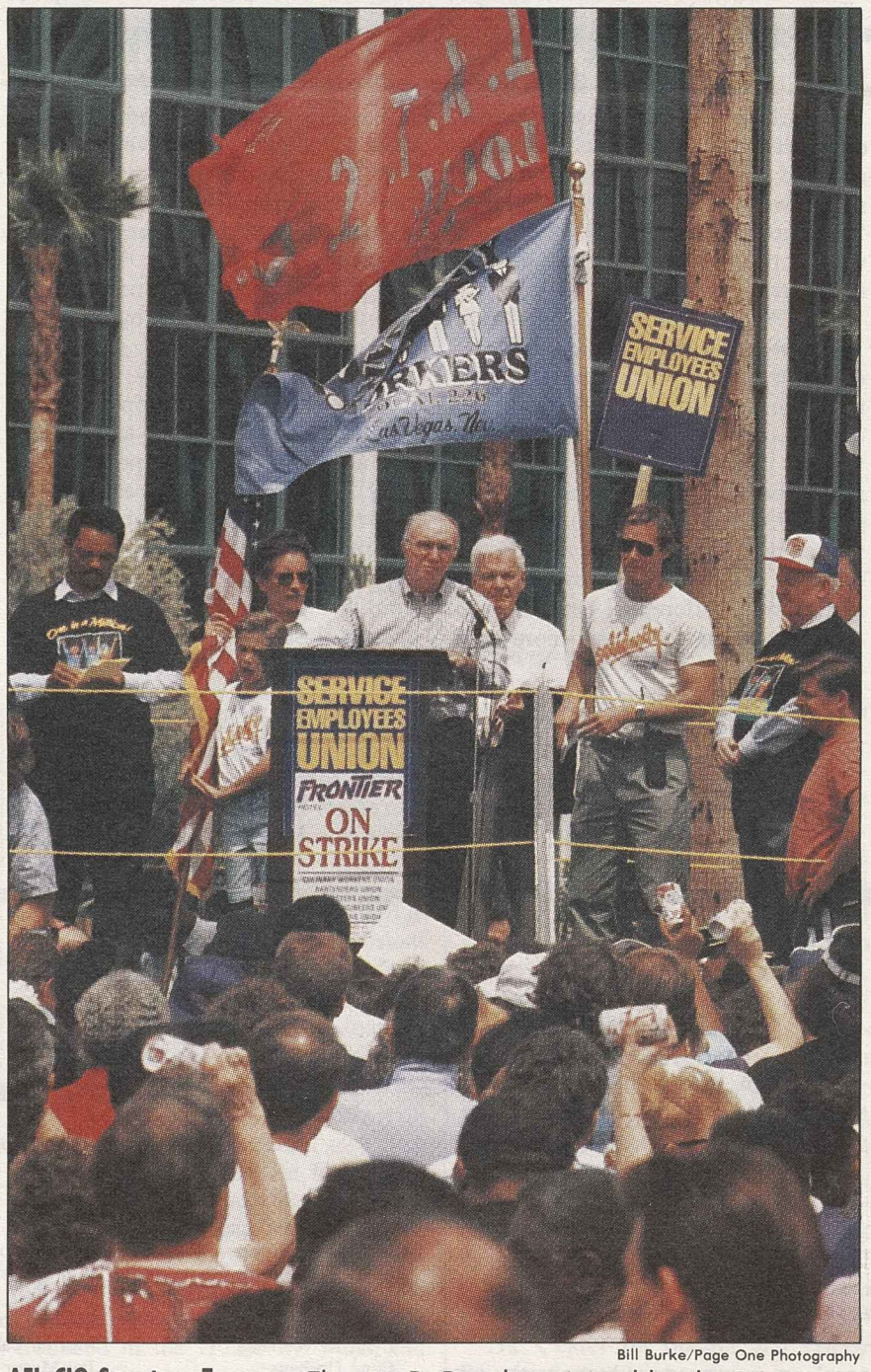
But the union stressed in a letter to the 12,600 returning Caterpillar workers it has not accepted what the company calls its "final" offer, which the UAW had rejected earlier.

"Our struggle with Caterpillar is not over; it has entered a new phase," wrote UAW Secretary-Treasurer Bill Casstevens and chief negotiator with Caterpillar. "Your bargaining committee is more determined than ever to work toward an agreement that protects the rights, interests and living standards of UAW-Caterpillar workers."

Following two days of intense talks prior to the cessation of the strike, DeLury made these recommendations to both the UAW and Caterpillar management:

- Both parties would withdraw their respective proposals.
- All strikers would return to work as soon as possible.
- The company would end efforts to hire replacements.
- A 90-day cooling-off period would begin.
- Negotiations would resume under the auspices of the FMCS.

**Continued on Page 4**




Bill Burke/Page One Photography

**AFL-CIO Secretary-Treasurer** Thomas R. Donahue, joined by the Rev. Jesse Jackson and Service Employees President John J. Sweeney, addresses more than 2,000 supporters of strikers at the Frontier Hotel in Las Vegas, who have been "permanently replaced." The demonstration was boosted by delegates to the SEIU convention. **See Page 7.**

# USWA says RAC moving toward table

The Steelworkers are preparing to go back to the bargaining table with Ravenswood Aluminum Corp. following the company's ouster of R. Emmett Boyle, architect of RAC's union-busting strategy.

Boyle announced April 21 his resignation as chairman and chief executive officer of the company. USWA said the new management had named former National Labor Relations Board general counsel Peter Nash to "lay the groundwork for the start of negotiations" with the union.

The Steelworkers will "make a sincere effort to try to reach an agreement and trusts the company will do the same," USWA Vice President George Becker said. "The new management of Ravenswood Aluminum has stated clearly that it would like to bring the labor dispute to an end."

Becker said that RAC removed a major stumbling block to resuming negotiations with Boyle's ouster as CEO. "The company has taken the first step in that direction with the ouster of Mr. Boyle," said Becker.

Boyle played his "permanent replacement" card immediately when RAC's contract with the union expired in October 1990, even though the workers were prepared to work while continuing negotiations, primarily over safety and health issues.

RAC locked out the 1,700 members of USWA Local 5668 when the workers reported to work for the second shift Nov. 1. The workers, whose average age is in the mid-50s with more than two decades of experience, were escorted out and "permanent replacements" quickly took their jobs.

# Report seeks to bridge schools, jobs

By Candice Johnson

Schools and the education system must change to help students perform at higher levels and meet the needs of future employers, and the federal government has a key function in that reform.

That finding was made "abundantly clear" by the Labor Secretary's Commission on Achieving Necessary Skills (SCANS), Teachers President Albert Shanker said.

The report "Learning a Living: A Blueprint for High Performance," focused on the need to teach five "competencies," areas in which students must be proficient in order to function in a technical workplace.

The commission's interim report established that mastering these competencies — using resources, developing interpersonal skill, using information, understanding systems and adapting technology — requires a foundation of reading, writing and math; problem-solving; and personal qualities, including personal integrity and self-esteem.

The 31-member commission, which studied for two years, is chaired by former Secretary of Labor William Brock. The commission has five union members, including Paul Cole of the Teachers, the secretary-treasurer of the New York State AFL-CIO.

The labor group filed a supplementary report to the commission's interim findings.

Cole said that overall, the "SCANS work reaffirms labor's basic belief that the federal government has a clear responsibility and key role for vastly improving America's schools and training programs."

> *"The SCANS work reaffirms labor's basic belief that the federal government has a clear responsibility and key role for vastly improving America's schools and training programs."*
>
> **— AFT's Paul Cole commission member**

Shanker noted that the SCANS report builds on some education reform efforts already under way.

"Unless we act now to ensure all our students perform at significantly higher levels and set the standards that both schools and future employers expect them to meet, we will, tragically, undermine our collective economic future," Shanker said.

Among the report's major recommendations:

- That every school system adopt the five SCANS skills as "explicit objectives of instruction," with instruction focused on "learning to do" along with "learning to know."
- That students develop a cumulative resume indicating mastery of subject matter and the SCANS skills.
- That employers make the five skill areas a part of continuing training efforts.
- That the federal government be a catalyst in advancing the SCANS program.

A key conclusion of the report is that "both high-performance workplaces and highly trained workers are needed" to build a high-skilled, high-wage economy, Cole noted. Yet the commission found that fewer than 10 percent of American employers are moving toward high performance work, he said.

Current investment in worker training also falls short, averaging less than $400 per worker per year, with fewer that one in every 12 workers receiving any kind of training, he noted.

The commission called on unions and employers to develop first-step training materials based on the SCANS foundation of skills, as part of its goal to help "close the gap between education and work," Cole said.

Commission Chairman Brock stressed that the goal of preparing students for the modern workplace won't happen "by tinkering around the edges," adding that schools and business must "focus on the breadth and knowledge and abilities needed today."

# American voters favor pay equity, poll shows

By Colleen M. O'Neill

Three-fourths of American voters favor a law to ensure comparable pay for comparable work for men, women and minorities, a national poll reveals.

The survey showed strong and broad support across all voting groups for eliminating sex- and race-based wage discrimination, according to the National Committee on Pay Equity, which released the results.

"Pay equity is increasingly perceived as an issue that will strengthen American families by increasing overall household income," said NCPE Executive Director Susan Bianchi-Sand. "Voters support pay equity because they understand that in addition to being an issue of fairness and justice for all working people, it is a core economic issue that affects the well-being of American families.

Voters also are beginning to understand that pay equity would be a boon to the economy while strengthening American families, Bianchi-Sand said.

"Workers with adequate incomes don't need food stamps, fuel assistance, rent and child care subsidies and other social welfare programs," she said. "(It) also contributes to a higher-waged work force that further stimulates the economy."

Bianchi-Sand also pointed out that in 1990, white women earned only 69 cents for every dollar earned by white men, while African American women earned only 62 cents and Hispanic women earned only 54 cents on the same scale. African American men earned 73 cents for every dollar a white man earned, while Hispanic men earned 66 cents per dollar, she said.

The wage differential between men and women in 1990 was more than $240 billion.

NCPE — a coalition of labor, civil rights and women's organizations — released statistics that showed strong support by respondents for a pay equity law across gender and partisan lines, as well as in all income levels.

Working women feel most strongly about pay equity, the survey showed, with 85 percent expressing support. More than 68 percent of the male respondents agreed with the need for a pay equity law.

Eighty-one percent of retired women favored pay equity and even homemakers, at 80 percent, were strong supporters of comparable pay.

Along political lines, support was 81 percent among Democrats and 72 percent among registered Republicans.

By income sector, respondents showed only a a few percentage points' difference in support for a pay equity law. The highest level of support was from voters identifying themselves as middle class, with incomes between $20,000 and $50,000.

The survey was conducted for NCPE by Greenberg-Lake: The Analysis Group, which interviewed 1,000 randomly selected registered voters last December by telephone. The margin of error is 3.1 percentage points.

## *Chicken plant workers again pick RWDSU*

**Carthage, Miss.**

Workers at the Choctaw Maid Farms poultry processing plant here became the second unit to defy the anti-union employer and vote in the Retail, Wholesale and Department Store Union.

Workers at the Carthage plant, who voted 353-215 for the union, joined poultry workers at the firm's Pelahatchie, Miss., plant, who voted for RWDSU in October 1990.

The company is still battling the certification of RWDSU as the representative of the Pelahatchie workers.

The Carthage election was a rerun of a December 1990 vote, lost by less than 70 votes, which was overturned by the National Labor Relations Board.

RWDSU President Lenore Miller praised the courage of the Choctaw Maid workers in their long fight for dignity and justice and pledged the union's continued support in their struggle for better pay and safer working conditions.

Linda Cromer, RWDSU director of organization, said the union recognizes that "it is in for the long haul" in the fight against Choctaw Maid, expecting the company to fight the certification and negotiations at the Carthage plant as well.

"This is too brutal an industry" for the union not to persevere, Cromer said. "People are treated poorly. There are serious safety problems in the plant and the workers are seen as expendable. Minority employees are considered chattel."

At the Carthage plant, workers were faced with health and safety problems and poor working conditions that contributed to very high turnover rate. More than half the workers who had been employed by Choctaw Maid during the first election had left before the second vote, the union said.

Despite the 1990 loss, the union "maintained a presence in the area," meeting with workers to build morale and support, RWDSU said.

The union represents workers at poultry plants in Georgia, Alabama, Mississippi, Tennessee, Florida and Canada.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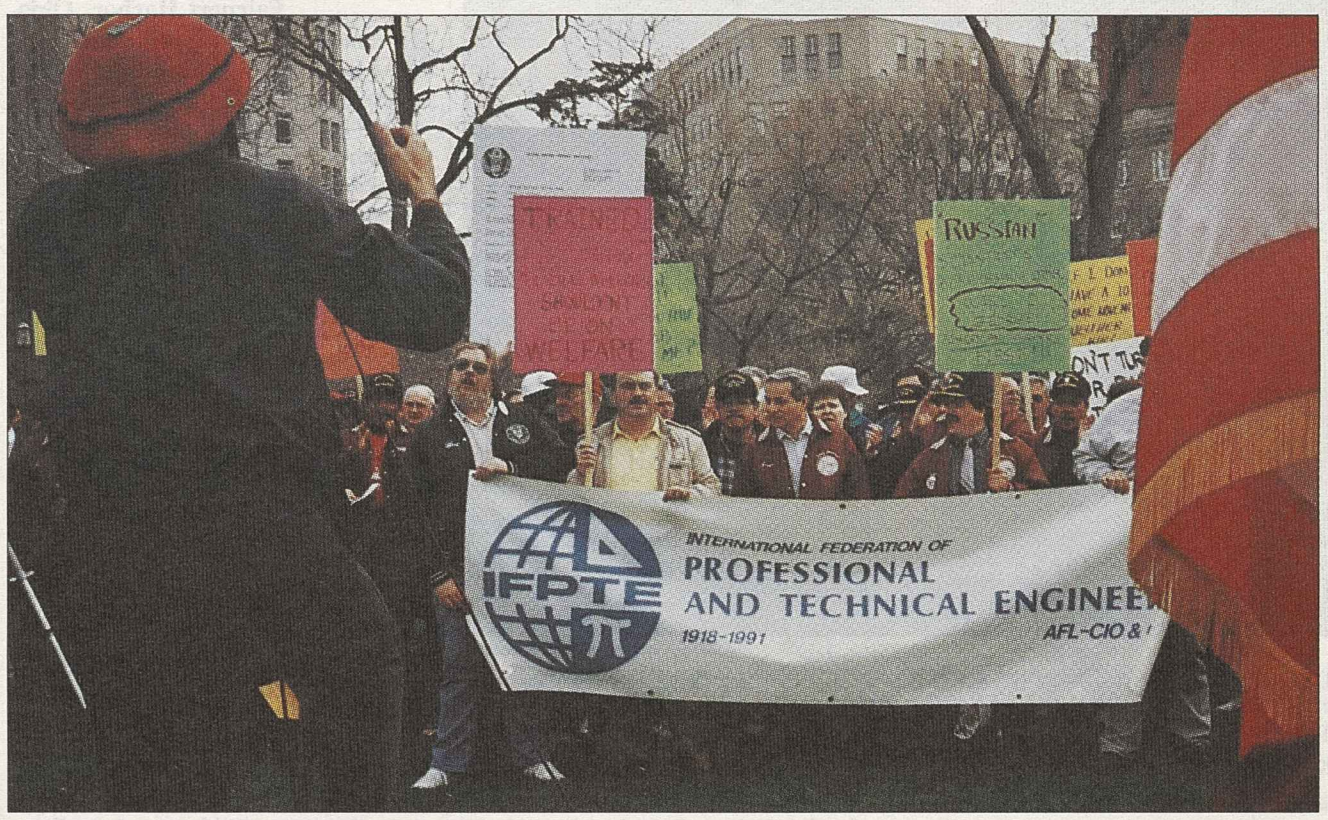
# LEGISLATION




**Members of the** Professional and Technical Engineers are joined by federal workers from metal trades, public employee, maritime trades and other unions in a march to the White House to protest the loss of shipyard jobs. The 400 demonstrators heard from AFL-CIO President Lane Kirkland and congressional representatives, who focused on the need for economic conversion, overhaul of maritime policy and policies to save jobs.

# Jobless benefit overhaul urged in two studies

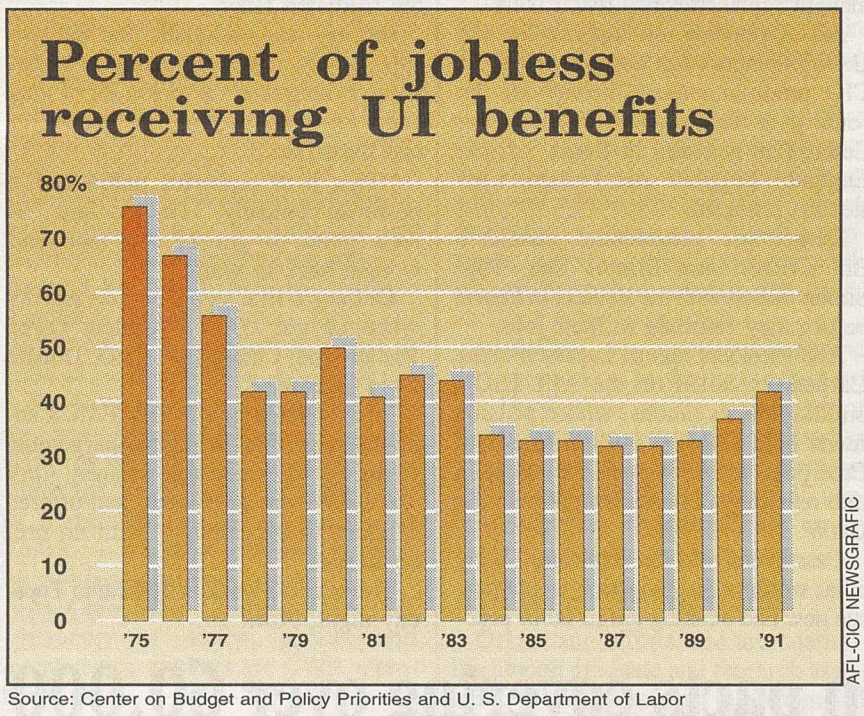
**By John R. Oravec**

America's unemployment insurance system is a flop.

It has failed to provide the compensation that it had been designed to do for millions workers hit by mass layoffs during the 1980s.

And almost two years into the Bush recession, it still is woefully lacking despite emergency measures Congress passed to extend coverage.

These are the findings of two economic studies groups — the Economic Policy Institute (EPI) and the Center on Budget and Policy Priorities (CBPP).




Source: Center on Budget and Policy Priorities and U. S. Department of Labor

According to CBPP, in a five-year period of the 1980s, the unemployed receiving benefits averaged just 33 percent. That was the lowest benefit level on record.

In the recession year of 1991, only two of every five jobless workers received UI benefits in an average month. That 42 percent benefit level was the lowest since the end of World War II.

In the first year of the Bush recession, which began in July 1990, only 37 percent of the unemployed qualified for benefits. By contrast, 50 percent received benefits in the recession year of 1980. But that is still well below the 75 percent of the jobless who received UI compensation in the more severe recession of 1975, CBPP pointed out.

The EPI study noted that changes in federal regulations during the 1980s contributed to the decline in benefit rates by causing states to adopt more restrictive UI provisions. It cited a General Accounting Office finding that 44 states tightened eligibility requirements between 1981 and 1987.

Those restrictions left the nation unprepared for recession, the EPI said. Consequently, the UI system failed on two key points:

- First, the system is intended to provide prompt, partial wage replacement to unemployed workers and their families through the UI benefits.
- Second, it is designed to help in reviving the economy during recessions by pumping trust fund reserves from good years of the business cycle.

The CBPP study points out that not until 17 months into the current recession were emergency steps taken to extend UI compensation for the long-term jobless, although two earlier measures were trashed by President Bush.

The extension of benefits was further lengthened in February, but that added protection will expire July 4 unless Congress moves to extend the coverage.

Labor-backed legislation has been introduced in the House by Ways and Means Committee Chairman Dan Rostenkowski (D-Ill.) and Rep. Thomas Downey (D-N.Y.) for an additional extension of long-term coverage and permanent changes in UI.

Unions have spelled out the need for extension of the current emergency program as well as wide-ranging permanent reforms of the UI system so state programs reach more jobless workers.

The CBPP found that the proportion of jobless receiving UI benefits in an average month varied greatly in 1991 — ranging from 21 percent in South Dakota to 70 percent in Alaska.

"Some state programs are highly restrictive and unemployment protection in these states is quite low," the CBPP study said. "In 14 states, fewer than one-third of the unemployed received benefits in an average month in 1991. In three states — Oklahoma, South Dakota and Virginia — the proportion of the unemployed receiving benefits fell below one-fourth."

The pattern was similar in some larger states last year.

The Center on Budget and Policy Priorities study was done by Isaac Shapiro and Marion Nichols. The Economic Policy Institute study was produced by Marc Baldwin and Richard McHugh.

# Miner retiree funds in limbo despite order

## *UMWA says deficit expected to double*

**By Colleen M. O'Neill**

Despite a court decision forcing the continuation of health benefit coverage for 120,000 retired miners and widows, the fight is far from over, Mine Workers officials say.

"Continuing benefits doesn't deal at all with the question of expanding the funding base," said UMWA President Richard Trumka.

"A court order is not a solution; we still need congressional action" for a permanent solution, he added.

Last month, U.S. District Judge Glen Williams ordered trustees of two coal industry health benefit funds to continue providing coverage for retirees, widows and dependents until the current National Bituminous Coal Wage Agreement expires in nine months, or another judge rules on the matter.

The trust funds are financed by contributions from coal operators based on employee hours worked. Williams ordered an increase in payments made to the funds — known as the 1950 and 1974 trusts.

The action came after the UMWA Health and Retirement Funds, jointly adminstered by union and coal industry management trustees, threatened to suspend payments to the 120,000 retired miners and their dependents.

Currently, the combined deficit of the two trust funds is $100 million and is projected to reach $200 million next year.

UMWA officials noted that only 25 percent of beneficiaries are former employees or dependents of companies currently contributing to the funds; the other 75 percent had ties to companies that either "dumped them into the fund and took a walk" or no longer exist.

Without congressional action, such as the passage of legislation proposed by Sen. John D. "Jay" Rockefeller IV (D-W.Va.) and Rep. John Murtha (D-Pa.), the funds' future remains tenuous.

The Rockefeller-Murtha bill, which would replace the benefit trust funds with a new benefit fund financed by an industry-wide fee, was part of the Senate tax package vetoed by President Bush recently.

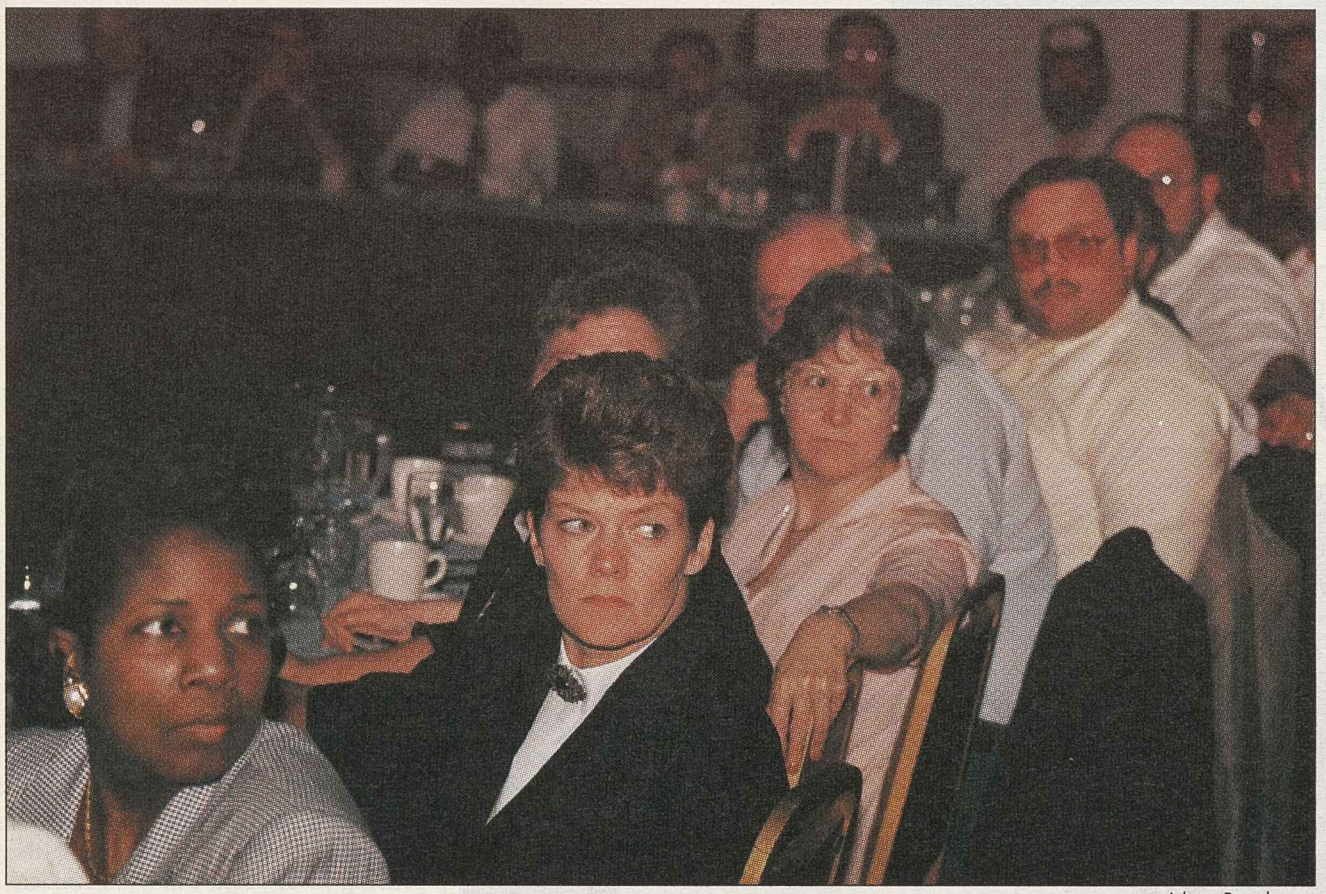
An additional proposal backed by the UMWA, introduced by Rep. Nick Joe Rahall (D-W.Va.), would extend the Abandoned Mine Lands Reclamation Act beyond its 1995 expiration, earmarking some of the funds for retiree and dependent health care.

"Rahall's bill would provide needed revenue for the system," Trumka pointed out.

The House Interior Committee reported out the bill on a 26-18 vote April 8 as part of the national energy strategy.

The 1991 AFL-CIO convention called for Congress to act to save the health care benefits by approving an industrywide fee.

"We cannot allow this historic health care commitment to retired miners to collapse," the resolution stated.



Johann Rosenberger

**Elected local** union leaders listen during a presentation by Organizing Institute Director Richard Bensinger on how to strengthen organizing efforts. The session, held in Chicago, was the third in a series of conferences held this year by the institute, following sessions in Baltimore and Boston. Bensinger said the institute was planning a similar series on organizing, probably during the fall, for elected officials of international unions.

# Caterpillar strikers back to work

**Continued from Page 1**

Casstevens said the union's bargaining committee unanimously affirmed DeLury's recommendations as "the best way to advance our goals of achieving a fair and equitable contract."

While the UAW accepted DeLury's recommendations without conditions, Caterpillar did not. The company insisted that returning strikers work under the "final offer" it imposed on April 6.

After months of fruitless bargaining, the UAW began a selective strike against the heavy construction equipment maker Nov. 3 at two plants in central Illinois. The company retaliated by locking out other workers and the strike widened to include the 12,600 workers at Caterpillar plants in four states.

For the entire labor movement, the Caterpillar tactics underline the need for Congress to pass the Workplace Fairness bill — already adopted by the House and now pending in the Senate as S. 55 — to outlaw the hiring of "permanent replacements" for strikers.

An outpouring of support for the UAW members has come from AFL-CIO union members throughout the country, as well as unions representing Caterpillar workers in South Africa, England, Belgium and France, Casstevens reported.

Democratic presidential candidate Bill Clinton and Illinois Sen. Paul Simon rallied with the strikers in Peoria before they returned to their jobs.

And President Sigurd Lucassen of the Carpenters called on the AFL-CIO's building trades unions, whose pension funds hold nearly a million shares of Caterpillar stock, to press the company into reaching a fair settlement with the UAW.

Casstevens told the returning Caterpillar workers that the union would pursue new and existing unfair labor practice charges against the company while seeking an equitable agreement through the mediated talks.

DeLury was optimistic that the two sides would reach an equitable settlement, noting that "it took a lot of guts and a lot of courage on both sides" to end the strike.

"This is a powerful union and a powerful company," DeLury said. "It feels good to get 12,000 men and women back to work."

DeLury's first step came on April 9 when he got UAW President Owen Bieber and Caterpillar CEO Donald Fites together.

That resulted in a Friday FMCS announcement that the regular bargaining teams would re-assemble Monday April 13. Casstevens previously had offered a return to bargaining "with no preconditions."

The back-to-work action came Tuesday night, April 14.

# UFCW locals gain pacts covering over 60,000

Food and Commercial Workers ratified new contracts in separate agreements covering more than 40,000 workers in Northern California and 28,600 in the Minneapolis-St. Paul area.

In California, 11 UFCW locals ratified a new contract agreement with Food Employers Council Inc., the bargaining representative for major supermarket chains.

The three-year agreement was reached after a 40-hour bargaining session. The marathon session came after the parties extended a Feb. 29 deadline on a day-to-day basis and the union set a March 8 strike deadline.

The new contract includes a wage increase of $1.75 an hour over the life of the contract, a $1,500 monthly pension for workers 55 years of age with 30 years of service, and full health insurance coverage.

UFCW Vice President Joe Hanson termed the contract a "decided improvement," and said it applies to employees at seven major food chains and a number of small independents.

The seven signatory retailers are Safeway Stores, Lucky Stores, Raley's, Albertson's, Save Mart, Cala Foods/QFI and P&W Markets.

The expiration of the new contract was set to coincide with the March 1995 date for meatcutters of the same locals. The meatcutter agreement was reached last fall with the same seven food retailers.

In Minneapolis-St. Paul, some 14,000 UFCW members have approved new three-year contracts providing across-the-board increases totaling $1.10 per hour for all full-time employees.

Separate but parallel agreements were negotiated by UFCW Local 653 for about 10,600 workers employed by some three dozen multi-store chains and independent operators in the Minneapolis area.

Another 4,000 employees of many of the same chains operating in St. Paul are covered by new contracts negotiated by UFCW Local 789.

Among the grocery store chains covered by the three-year contracts are Byerly's, CUB Foods, Rainbow Markets, Kowalski's, IGA, and Knowlan's Festival Foods, as well as a number of smaller food retailers.

Local 789 President John Shirts said the settlement covering the St. Paul outlets calls for wage increases of 45 cents per hour retroactive to March 1, 1992, 35 cents next March, and 30 cents in 1994, for a total of $1.10 per hour for all full-time employees.

Under the prior UFCW bargaining agreement, which expired Feb. 29, top-scale clerks made $14.68 per hour while journeymen meatcutters earned $15.79 per hour.

The contract also calls for the employers to increase their contribution for health and welfare benefit coverage by 25 cents per employee hour worked over the term of the agreement, Shirts said.

Ron Zwieg, president of the Local 653, said wage and health benefit improvements for Minneapolis food chain workers vary slightly from those of their counterparts at St. Paul stores.

# Salt miners gain contract, end long strike

**Fairport Harbor, Ohio**

Members of the Oil, Chemical and Atomic Workers Local 7-967 overwhelmingly ratified a five-year contract with Morton Salt that limits the number of hours of work per week and increases wages 20 percent over the life of the contract.

The agreement ends an 11-month strike by the 150 underground rock salt miners over the company's unlimited hours of work in the mine, which is more than a half-mile beneath the surface of Lake Erie.

"There has to be a limit on how long these people must work under these kinds of conditions," said OCAW Vice President L. Calvin Moore.

Although the company and the union had been meeting with the Federal Mediation and Conciliation Service to work out a settlement, progress was limited by the hard line the company took on the hours-of-work issue.

"We're convinced that such lengthy hours of work in a mine almost 3,000 feet deep, extending one or two miles out underneath the lake, contributes to more frequent accidents, as well as unbearable physical and emotional stress," said Moore.

"Their job environment in the depths of this mine is unique, and should be recognized as such," he said. The new contract limits the workweek to 50 hours, except in emergencies.

The contract also calls for a 4 percent wage increase each year and meal allowances. As the mines are inspected, the workers will be called back to work gradually.

The workers began receiving health care benefits immediately, although the company now will require the workers to pay 15 percent and has dropped its dental plan for retirees.

# AFGE wins case on SSA back pay

Some 13,000 Social Security Administration employees will soon be sharing millions of dollars in back pay for overtime pay illegally denied under the Fair Labor Standards Act.

The Federal Labor Relations Authority on April 14 affirmed the arbitration award won by the Government Employees.

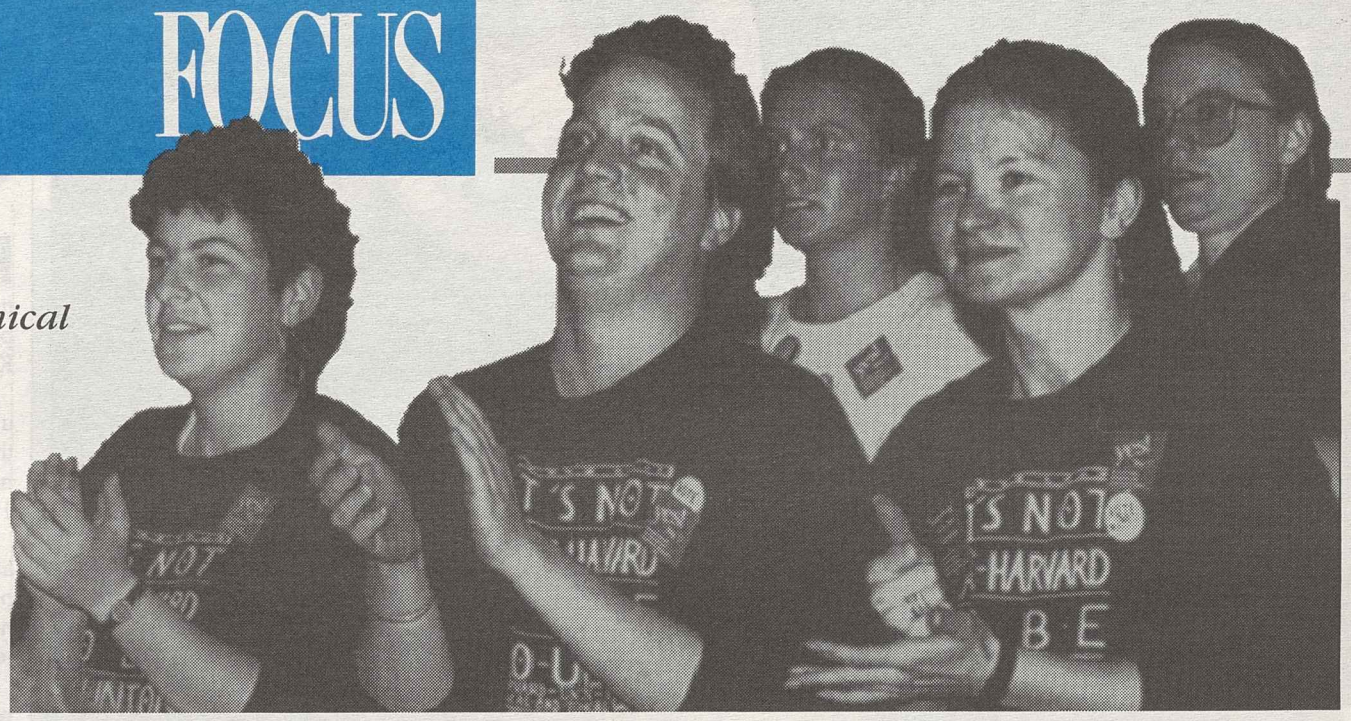
"It has been a long, hard fight, but employees in the positions covered by the union's grievance will soon reap the rewards of their patience and their trust in the union," said AFGE President John Sturdivant.

The workers — field office claims representatives and payment service center authorizers — had been denied overtime because SSA claimed they were administrative employees not covered by the law. AFGE argued that the workers were not involved in administration, but in production — namely, processing claims.

In upholding a May 3, 1991, arbitrator's ruling, the FLRA based its decision largely on an earlier AFGE victory before the U.S. Court of Appeals for the District of Columbia Circuit. That decision held that OPM's overtime exemptions under FLSA could not be broader than the Labor Department's exemptions.

The appeals court also ruled that the employer has the burden of proof in trying to exempt employees under the FLSA.

FOCUS




*From clerical and technical workers to graduate assistants and professors, college employees increasingly are joining unions. These union supporters celebrate AFSCME's victory at Harvard in 1988.*

# *Unions make the grade on college campuses*

**By Candice Johnson**

The ivory towers of America's most prestigious universities do not insulate workers from the slings and arrows of unfair wages and unjust treatment by those employers.

That's why workers on college campuses increasingly are turning to unions for help in their fight for recognition, respect and a fair paycheck.

These workers — from department secretaries and researchers to technical and service workers, as well as some faculty and teaching assistants — are finding that union representation makes the difference, especially in an environment where the "prestige" of the university setting is touted in lieu of a fair contract and a voice in the workplace.

## Many unions involved

A number of unions have been successfully organizing clerical and technical workers at private and public institutions, tapping into concerns by heavily female work forces about such issues as safety and health, child care, health care and others.

The Steelworkers claim the first organizing campaign among these workers, beginning in 1946 at a junior college in Scranton, Pa. But real breakthroughs, especially for clerical and technical workers, came in the mid-1980s.

The Hotel Employees and Restaurant Employees won a clerical bargaining unit at Yale University in 1984, followed by UAW's successful campaign at Columbia University in 1985. The Office and Professional Employees were successful at Adelphi University in 1988, as was the Service Employees District 925 at the University of Cincinnati. AFSCME also won a much-heralded victory that year at Harvard University.

Last year, drawing upon many of the experiences of the Harvard drive, AFSCME won a representation election among 3,200 clerical workers at six campuses of the University of Minnesota. Both campaigns followed nearly 10 years of effort that succeeded largely because of one-on-one contacts between the organizing committee and workers, the union said.

The key issue in these drives, as in many campaigns among college clerical workers, was a "sense of empowerment and a voice in the decisions that affect their worklives," organizers noted.

AFSCME also won a representation campaign among 2,300 administrative and clerical workers at the University of Illinois at Champaign-Urbana and represents clerical workers at the University of Wisconsin and the Iowa University system, and Service Workers at the University of Michigan.

Last November, 500 workers at Foothill DeAnza Community College in Santa Clara County, Calif., voted to join SEIU Local 715. The group of clerical, technical and professional workers rallied around a call to "replant, reuse, recycle and revitalize."

A show of solidarity paid off for clerical and technical workers, members of SEIU District 925, when they gained a first contract at the University of New Haven in Connecticut. By setting up a picket line one afternoon and spotlighting the college's demand for health care and pension givebacks, union members won a fair agreement that included a 5 percent raise in the second and third years.

The Communications Workers represent non-professional workers "wall to wall" at three institutions in Ohio — Cleveland State College, Shawnee State in Portmouth and the University of Toledo — and also represent workers on campuses in New Jersey.

At Ohio State University and the University of Akron, service and maintenance workers are CWA members.

## Problems of organizing

CWA also has filed for a representation election at Indiana University, said Seth Rosen, a CWA district organizing director. Because there is no public employee bargaining law in the state, the CWA drive at the Bloomington campus is proceeding under the university's "policy conditions of operation," he said.

To win exclusive recognition among the 1,800 clerical and maintenance workers on campus, a clear majority — 50 percent plus one — of the unit must vote for union representation, a stricter standard than that used by the National Labor Relations Board, Rosen said.

The campaign at IU has been under way about three years, as CWA is working with local leaders to build a strong committee and leadership in the workplace, the key elements of a successful campaign, he added. The presence of a faculty union at the Bloomington campus — where the teaching professionals are represented by the Teachers — is a big help as well.

Others active in Indiana include the USWA, which is seeking an NLRB election among service workers at Valparaiso University. Overall, a number of AFL-CIO affiliates are involved in campus organizing drives.

Workers are looking to unions for respect on the job and a boost in their wages, Rosen said. "Often, universities are used to having a pool of former students available to work, with colleges having a fairly high turnover rate. Workers sometimes are treated with little respect," something unions can change, he added.

Organizers on college campuses often must overcome a higher turnover rate than that of some other industries, a structure where employees may work in diverse settings with limited contracts, as well as hostile university administrations that question the "loyalty" of union supporters.

A review of unionization among clerical workers by Professor Richard W. Hurd while at the University of New Hampshire found that nationally, one-quarter of clerical workers at private institutions, and nearly 40 percent at public institutions, are represented by unions.

## Assistance for assistants

Organizing efforts also are continuing among graduate and research assistants, who often conduct classroom and laboratory programs, grade papers and supplement faculty research.

At the University of Wisconsin's Milwaukee campus, 655 teaching assistants joined their counterparts at the Madison campus in voting for representation by the Wisconsin AFT. Key issues in that drive, as in many campaigns involving graduate assistants, included health care coverage, child care, workload and compensation. AFT now represents more than 6,000 teaching assistants nationwide.

Yale University got a lesson in union solidarity last December when graduate teaching assistants seeking to organize held a three-day strike. The picket lines were supported by HERE locals 34 and 35 members who worked in clerical, food service and maintenance positions.

Meanwhile, graduate assistants held an eight-day strike at University of Massachusetts at Amherst to win a first contract. The 2,200 teaching and research assistants had joined UAW District 65 two years ago, but faced resistance from the administration in negotiating a contract.

Forced to strike last November by management's demands on health care, job security and a union security agreement, the UAW members were boosted by solidarity from faculty.

## Roadblocks for faculty

Professors at private institutions generally are denied collective bargaining rights under the 1980 Supreme Court "Yeshiva" decision, which held that faculty at private research universities have administrative and management responsibilities and therefore are not covered by the protections of the National Labor Relations Act.

Organizing among faculty members at private colleges was never widespread, although the NLRB did extend coverage to independent universities in 1970 before the Yeshiva decision. But interest in unionization among faculty at public institutions, and increasing, at two-year colleges, remains steady.

The AFT now represents about 93,000 faculty and professional staff — in addition to 14,000 clerical and technical workers — on 326 campuses.

Organizing and collective bargaining activities at public institutions are limited to those states that provide public employees with collective bargaining rights.

The AFT recently has chartered a local of 300 people in Hattiesburg, Miss., where the union is seeking to organize non-teaching professionals at Southern Mississippi State.

Other efforts include a campaign among faculty at the state system in North Dakota, an organizing program among service workers at the University of Alaska, and a review of opportunities in New Mexico, with passage of the state's public employee collective bargaining law.

In 1970, there were less than 75 certified bargaining agents in colleges and universities. By 1989, some 217,000 faculty and professional staff were represented by nearly 470 bargaining units, with 95 percent of these union members employed at public institutions, an American Council on Education survey found.

The ACE noted that the boom among faculty organizing in the 1970s was tied to the drop in real wages that professors and other professionals experienced. "If faculty living standards are threatened by pressures on state budgets and erosion in the funding of institutions of higher education, there may be renewed interest" in organizing activities and collective bargaining, the report said.

Steve Yarmola/AFL-CIO News

**Media interest was intense** at a news conference April 13, when AFL-CIO President Lane Kirkland announced that the Political Work Committee had voted to recommend to the Executive Council that the federation endorse Arkansas Gov. Bill Clinton for the Democratic presidential nomination.

# Labor mulls Clinton endorsement

**Continued from Page 1**

voters, compared with 20 percent each for former Gov. Edmund G. "Jerry" Brown and former Sen. Paul Tsongas.

Clinton has been endorsed by Pennsylvania Sen. Harris Wofford, who beat former Bush Attorney General Richard Thornburgh last year largely on the strength of such labor issues as national health care reform and opposition to the "fast track" to a North American Free Trade Agreement.

Kirkland said labor's decision to cast its lot with Clinton was based on an examination of his record in office and his positions on issues of importance to workers. Clinton has spoken out in favor of national health care reform and a ban on "permanent replacements" for striking workers, and has promised to help build a high-skills, high-wage economy.

On the crucial trade issue, Kirkland pointed out, Clinton has stated that he will oppose any U.S.-Mexico trade agreement that does not include worker standards and environmental protections.

Kirkland cited two major reasons for the Political Work Committee's decision to act now, noting first of all that Brown is all but mathematically eliminated from the race.

Brown has 271 delegates after caucus results in Virginia and Missouri, compared with Clinton's 1,324. Kirkland said Brown would have to win all the remaining delegates and sway backers of other candidates in order to win the 2,145 delegates needed for nomination.

Immediate action also is called for, Kirkland said, "so that whoever emerges as a candidate would have the maximum opportunity to prepare himself, both for the convention and for the campaign."

Kirkland pointed out Clinton has proved his mettle in a grueling primary season in which the media has "frisked" him "with great gusto and wild abandon."

"He has run a tougher gauntlet than any candidate within my memory up to this point," Kirkland said. "And he has stood up extraordinarily well. It hasn't fazed him. His head is high. And I think he deserves a good bit of admiration for his staunchness under those attacks."

The Executive Council in February agreed to urge individual unions to make their own endorsements since no consensus was then possible among all the unions of the AFL-CIO. Several unions — AFSCME, Teachers and the Retail, Wholesale and Department Store Union — indicated a preference for Clinton, while others preferred Iowa Sen. Tom Harkin, who dropped out.

Clinton now also has been officially endorsed by the Service Employees, Ladies' Garment Workers, Transportation Communications Union, United Transportation Union, the Bakery, Confectionery and Tobacco Workers and Amalgamated Transit Union.

## *UTU hears Clinton transportation plan*

Arkansas Gov. Bill Clinton, addressing a conference of United Transportation Union state legislative directors in Cleveland April 16, criticized the economic policies of the Bush administration and pledged his administration to build five corridors of high-speed railways across the nation.

Such a high-speed program would create jobs and boost commerce in those transportation corridors, Clinton said. "That's not a transportation issue. That is an American issue."

AFL-CIO Secretary-Treasurer Thomas R. Donahue also addressed the UTU conference, outlining the federation's political processes for the UTU delegates.

Donahue also reported on the federation's involvement in international union projects, which have included breakthroughs for U.S. workers because of pressure on foreign employers in their home countries.

# Pennsylvania bids to build on Wofford win

**Philadelphia**

Delegates to the Pennsylvania AFL-CIO convention honored Sen. Harris Wofford (D-Pa.) with the Citizen of the Year Award and called for passage of family and medical leave legislation pending in the state Senate.

Meeting under the theme "Solidarity Wins," the convention celebrated Wofford's surprise election win to the Senate last year and vowed to make labor's voice heard this election year.

"The way of our future rests with a rededicated labor movement that embraces this new solidarity — the heart of unionism," state AFL-CIO President William George told the convention.

Wofford told the convention the defeat of the Bush administration is inevitable if "the Labor-Democratic partnership comes together. The choice for 1992 is very clear between a do-nothing president or a Democratic president that will turn our priorities right side up and get American back on track."

AFL-CIO Secretary-Treasurer Thomas R. Donahue, decrying the personal attacks in the current campaign, said "There is a consensus among Americans on what our problems are and how to fix them, but it has been almost impossible for that consensus to express itself.

"Let the candidates talk about jobs and trade policies, about job training and education, about housing and health care," Donahue said.

The convention was held before the April 13 decision by the AFL-CIO Committee on Political Work to recommend to the Executive Council the endorsement of Arkansas Gov. Bill Clinton for the Democratic nomination for president. Wofford endorsed Clinton in March.

The state federation, which has made family and medical leave one of its top priorities, urged state Sen. Roger Madigan, chairman of the Senate Labor and Industry Committee, to "stop stonewalling and to vote on family and medical leave" after a year's delay.

The delegates also participated in workshops on health care cost containment, workers' compensation, community services, and COPE.

Other speakers included Sen. Arlen Specter (R-Pa.), Gov. Robert P. Casey (D), Democratic presidential candidate Edmund G. "Jerry" Brown, Mine Workers President Richard Trumka, state Sen. J. William Lincoln, and state Rep. Robert O'Donnell.

# Bush swings wildly right on objectors

President Bush's assault on unions in the guise of protecting the rights of non-member agency fee payers is pure politics, AFL-CIO President Lane Kirkland said.

"By this obsequious pandering to the ultra-right special interests of his party, the president has given hypocrisy a bad name," Kirkland said of Bush's April 13 Rose Garden ceremony.

Kirkland told reporters that unions are now and always have been in compliance with the law on the rights of non-member agency fee payers who object to a union's expenditures.

"The existing law and practice precludes unions from engaging in political information, educational and get-out-the-vote activities except with respect to their own members," Kirkland said. "That is what we are talking about and that is what we intend to do. Nothing that the president purports to be doing can obstruct that, though he might wish to."

Kirkland noted that the vast majority of agency fee payers, like union members, don't object to a union's efforts to improve their lives. "I am quite sure our lobbying to improve health and safety conditions in the workplaces of this country is a function working people want us to perform — including those who are not even members of unions, because we do it for them as well."

Kirkland's comments came after Bush issued an executive order requiring employers with federal contracts to inform agency fee payers — if they have any — of their objector rights. The three-part initiative Bush announced March 20 also includes new and onerous disclosure requirements imposed on national and local unions and new guidelines on notification to objectors from the National Labor Relations Board.

Kirkland said the AFL-CIO will explore the legal ramifications of the executive order, noting "this is the first time a president has issued an executive order on issues covered by the National Labor Relations Act."

"If it stands up and if it is ruled legal and within his authority, it opens a variety of avenues that would be of great interest to us — including requiring government contractors to advise their employees of their right under law to be members of unions and to be represented by unions of their own choosing," he said.

Bush's April 13 remarks continued preposterous claims about billions of dollars and millions of workers.

"I think it's rather a scandal in itself that our government should put forward such fictitious data in an attempt to influence public opinion," Kirkland said. "As to their figures on the potential financial or monetary impact, I can only speculate that they must have been taken from the back of a Cracker-Jack box."

Kirkland cited the perspective of one union's experience: more than 700,000 members, with 10,000 agency fee payers but just 250 objectors.

The Communications Workers announced that it has 50,000 fee payers among the 600,000 workers it represents and 2,000 objectors. In addition to annual notification of their objector rights, all new hires in CWA worksites get a card with their union rights on one side and their objector rights as agency fee payers on the other.

# UNION NEWS

## CWA, IBEW workers rally for new pacts

By Candice Johnson

Union members rallied in 11 cities as the Communications Workers and Electrical Workers opened national bargaining with major telecommunications employers.

"Save good American jobs" was the rallying cry at American Telephone & Telegraph operations from California to New Jersey. Union members sent a message to General Telephone Co. (GTE) management in the form of proxy shares delivered to the company's annual meeting.

Negotiations also will open later this year for new agreements with six of the seven regional Bell operating companies, although the IBEW has reached an early, tentative agreement at Illinois Bell, covering 13,000 workers at one of the five statewide Ameritech regional operating companies.

A membership ratification vote on the settlement is to be completed by May 8. Last fall, IBEW and CWA reached an early agreement with NYNEX covering 57,000 workers.

IBEW and CWA contracts at Indiana Bell, Michigan Bell, Wisconsin Bell and Ohio Bell expire Aug. 8.

The unions are seeking job security and economic fairness in negotiations with all the telecommunications firms. AT&T has eliminated 100,000 jobs in recent years, with the company indicating an additional 8,000 to 10,000 may be considered "surplus" over the next several years.

"Layoffs must stop, downsizing must end," CWA President Morton Bahr told company negotiators.

"The workers who provide the services from which AT&T profits must have opportunities to grow with the company. We must have employment security," he said.

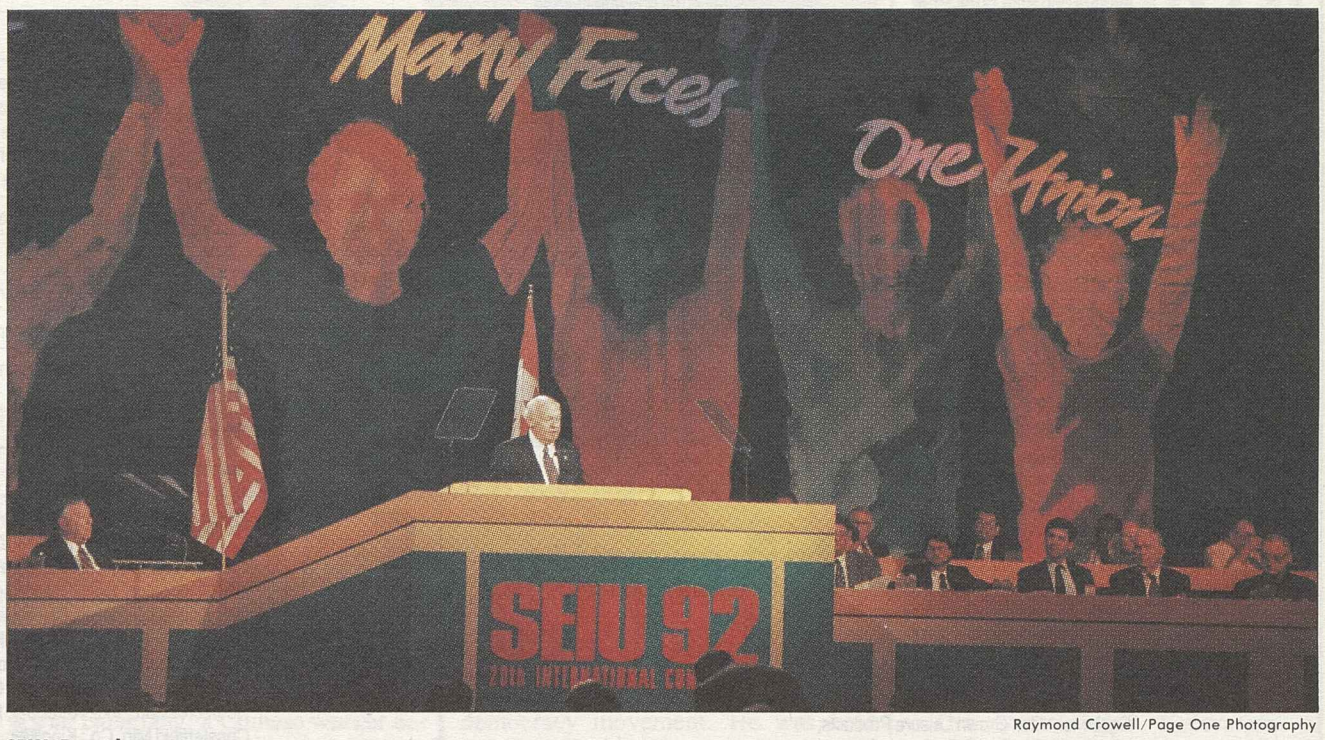
Union members must "share in AT&T's success story," IBEW President John J. Barry said, stressing that advances in technology should bring growth rather than layoffs.

CWA Vice President James Irving, who heads the bargaining team, pointed to a study that indicated AT&T's permanent job layoffs cost taxpayers $509 million over a four-year period.

The survey, drawn by the Midwest Center for Labor Research, looked at government costs resulting from the permanent layoff of 18,750 workers between 1986 and 1990. The lower federal, state and local tax revenues and higher social "safety net" costs resulted in a taxpayer bill of $509 million, the union said.

CWA Vice President T.O. Moses told the GTE board that the company's expressed desire to provide "quality service" contradicts its treatment of the workers who are responsible for providing that service.

GTE's telephone operations provide 85 percent of the company's profits, Moses noted, saying "our members, whose hard work has made millions for GTE, deserve a fair contract that protects their standard of living and insures employment security now and in the future."




Raymond Crowell/Page One Photography

**SEIU President** John J. Sweeney opens convention by announcing milestone in union membership.

## SEIU: 1 million and still growing

By Sharolyn A. Rosier
*Las Vegas*

Delegates to the Service Employees convention, exulting at the news that their union had just reached a milestone 1 million members, rededicated SEIU to keep growing.

"Because we now have a million members, we are going to use our new power to generate a wave of organizing unlike anything seen in generations," said SEIU President John Sweeney in his keynote address.

In reaching a million, SEIU has roughly doubled its size since 1980 and tripled it since 1970.

Sweeney, who set the million-member goal for the union in 1988, also praised what he called a "gorgeous human mosaic in the labor movement." SEIU membership is evenly divided between men and women and is 30 percent minority.

Sweeney outlined three programs to guide the union toward continued growth during the next four years. Those programs, which were endorsed by the convention in resolutions, include organizing, political action and leadership development.

The organizing resolution focused on building from the local level, strategies to improve the union's growth within industries and a linkage of bargaining and organizing.

Political power is imperative in the anti-worker climate of the 1990s, Sweeney told the delegates, who resolved to expand and integrate the union's political program into the day-to-day activity of every local union.

On leadership development, Sweeney noted that "We must ensure that in years to come every member has the opportunity to be part of the movement."

To provide the monies needed to carry out the programs, delegates approved a phased-in per capita increase that will raise the present monthly $4.95 level to $5.10 next February and in three further steps to $5.80 in 1996.

Noting the responsibility of being the AFL-CIO's fourth-largest union, federation President Lane Kirkland told the delegates he had no doubt they are up to the task. "So many of your own members are winning justice, dignity and a living wage the old-fashioned way — they're earning it in the streets and on the picket line, from the office canyons of Los Angeles and Silicon Valley to hospitals, nursing homes and state agencies across the nation."

AFL-CIO Secretary-Treasurer Thomas R. Donahue, a former first vice president of SEIU, praised the successes of the union. "SEIU could be a textbook example of a union meeting the needs of all people because you've pressed for participation at every level."

More than 2,000 delegates and guests armed with SEIU signs and noisemakers left the convention to march in solidarity with striking Hotel Employees and Restaurant Employees members, who have been "permanently replaced" at the Frontier Hotel.

Led by Sweeney, Donahue and the Rev. Jesse Jackson, the noisy crowd chanted "Si Se Puede" (Yes, We Can) and "Kick Those Scabs Out the Door."

The marchers were greeted at the hotel by a huge marquee that read: "Welcome Service Employees International Union and Jesse Jackson." But when Sweeney, Donahue and Jackson tried to enter the hotel-casino, they were turned away by members of the Las Vegas Metropolitan Police Department.

Reminding the strikers they have the support of the entire labor movement, Donahue added, "The message for the owners of Frontier Hotel is the same as it was seven months ago — settle or sell."

Jackson noted, "We're here today and the police behave, the traffic stops and the cameras roll. But for those who are here seven days a week, twenty-four hours a day, it gets lonesome. Our presence says to these workers we're in this struggle together."

Some 550 housekeepers, porters, food service workers, and bartenders at the Frontier Hotel have been on strike for seven months. Many of them clasped hands with the SEIU marchers.

The convention re-elected Sweeney and Secretary-Treasurer Richard Cordtz, and elected two new vice presidents — Robert Moore, president of Local 1199 in Baltimore, and Betty Bednarczyk, president of Local 113 in Minneapolis.

Other convention speakers included: Carol Moseley Braun, Democratic candidate for the U.S. Senate from Illinois; Gov. Bob Miller; Phillip Jennings, general secretary, FIET; Walt Elliot, president of the Nevada AFL-CIO; Claude "Blackie" Evans, secretary-treasurer, Nevada AFL-CIO; Shirley Carr, former president of the Canadian Labour Congress; Dr. Benjamin Hooks, outgoing NAACP executive director; and Rep. Esteban Torres (D-Calif.).

## Asian Pacific American Labor Alliance to begin

Some 300 Asian and Pacific Americans from more than 30 affiliated unions have registered for the founding convention of the Asian Pacific American Labor Alliance, which will be held April 30 through May 2 at the Hyatt Regency Washington on Capitol Hill.

Speakers for the convention include AFL-CIO President Lane Kirkland, Ladies' Garment Workers President Jay Mazur, Sen. Daniel Inouye (D-Hawaii) and Ann Curry of NBC News.

APALA will elect officers and adopt a constitution and bylaws for the new group, whose formation reflects the growing number of Asian Pacific Americans in the nation's work force and in the unions of the AFL-CIO.

Delegates, representing more than half the fifty states, will participate in workshops on such issues as civil rights and immigration, employment and affirmative action, community-labor coalitions and political action, leadership development, organizing and family and women's issues.

The Postal Workers have made special provisions to assist hearing-impaired delegates.

# UNION-MADE FURNISHINGS

| UNION | COMPANY | ITEM |
|---|---|---|
| IUE | Union National, Inc.; Van Stee; Crawford Furniture Co.; Dolly Madison Ind.; Gordon Bros.; Umphred's Furniture; Statton Furniture Co. | Bedroom furniture |
| | Leggett and Platt Branch 63 | Metal beds and bed fixtures |
| | Telescope Folding Furniture | Wood and aluminum summer chairs |
| | Mason and Parker Mfg. | Barstools and counter chairs |
| | S. Bent Bros., Inc.; Nichols and Stone Co.; F.W. Lombard Co.; Hale Co., Inc.; Fort Smith Table and Furniture; LaZ-Boy East; La-z-Boy Canada; LaZ-Boy Chair Co.; Peerless Mattress Co.; Nemschoff Chairs; The Chair Factory; Schnadig Corp.; Taylor Chair Co.; Shannon Chair; Maben Mfg. & Meben Frame Mill | Chairs |
| | Dolly Madison | Computer furniture |
| | Union National, Inc.; Van Stee; Crawford Furniture; Dolly Madison Ind.; Creative Mica; Lustig Bros.; Mikel Co., Inc.; New Deal Table Corp.; Conant Ball Co.; Hale Co., Inc.; Beauty Craft Furniture; Bozof Dinnetes; Imperial Mfg. Co.; Memphis Dinettes; Baker Furniture; Statton Furniture Mfg.; Richardson Bros. | Dining furniture |
| | Union National, Inc.; Kittinger Co.; Artistic Frame Co., Inc.; C.H. Hartshorn, Inc.; Taylor Chair; Simmons Co.; Statton Furniture Mfg.; Umphred's Furniture | Living room furniture |
| | Telescope Casual Furniture, Duralab Equipment Co.; Crown Leisure Products; Almet, Inc.; Mayline Co.; Franke, Inc. | Metal furniture |
| | Furniture Mfg. Association, G. & S. Design | Occasional furniture |
| | Bamboo & Rattan Works, Jencraft Corp. & Gitkin International | Reed and rattan furniture |
| | Jack Post, Fort Smith Table and Furniture, Hekman Furniture, The Valley Co. | Tables |
| | Mastercraft Furniture Corp.; S. Abate Decorators; A & G Blau Decorators; Spring Furniture; Stelcer Bros.; Jelen Corp.; Lambert Furniture; S. Miller, Inc.; Thomas M. Amato Co., Inc.; Beaver Furniture Corp.; Best Decorators; A & B Decorators; Crescent Decorators; De Lee Upholsters & Decorators; Five-O-Upholstery, Inc.; G.B.G. Associates, Inc.; Guild Furniture Co., Inc.; Houston Upholstery, Inc.; Imperial Decorating, Inc.; Imperial Leather Furniture Co.; Lyn-Jonah Enterprises; Lamode Decorators; Lewis Mittman; Thomas Pizzillo & Sons; Princeton Upholstery; Rialto Furniture & Sharmm Mfg. Co.; Atelier of Emanuel Sidler Ltd.; Singer Decorators; W S Decorators; Umphred's Furniture; Slumber Products, Sealy Southern; Baker Furniture; Statton Furniture Mfg. Co.; Nemschoff Chairs; Roberto Del Campo; Geron Furniture | Upholstered Furniture |
| | Dolly Madison Ind. | Water beds |
| | Globe Business Furniture, Taylor Chair, Kittinger Furniture Co., Dallek Inc., Office Furniture Service, Baker Furniture Co., R-Way Furniture, Benedetti Corp., Dolly Madison | Office furniture |
| UAW | Heywood Wakefield Co. | Lloyd Flanders wicker furniture |
| | Waterbury Mattress Co. | Sealy mattresses |
| | Admiral Chrome | Home bars and barstools |
| | All Steel, Inc. | Lateral metal filing cabinets |
| | Pillowtex | Pillows, etc. |
| | Cookeville Ind. | Metal cabinets |
| | Kirsch Co. | Drapery, curtain rods, traverse rods, pull shades, vertical blinds |
| GMP | Homer Laughlin, Hall China, Lenox China and Crystal | China |
| | Libby Glass | Drinking glasses |
| | Tell City | Furniture |
| | American Standard, Universal Rundle, Crane Co., CR/PL, Kohler Co., Kokomo Sanitary | Bathroom fixtures |
| | Haeger Potteries of Macomb, Ill. | Decorative vases, etc. |
| URW | IPC Corinth | Upholstery fabric |
| | Canadian General-Tower, Ltd. | Shower curtains, table covers, place-mats, ceramic bath accessories |
| | Samsonite | Patio/lawn furniture |
| | Dinaire Corp | Solid oak and hardwood chairs, dining furniture |
| | General Felt | Carpet padding |
| AIW | Universal Furniture Ind., Inc. | Wood and upholstered furniture |
| | Flanders Ind., Inc.; Brown Jordan Co.; O.W. Lee Co. | Metal furniture |
| | Brentwood Originals | Pillows |
| | Integrated Metal Technology, Inc. | Office furniture components |

| UNION | COMPANY | ITEM |
|---|---|---|
| AIW (Cont.) | Milsco Mfg. Co. | Office chairs |
| | Pacific Cage and Furniture Corp. | Wire furniture, bird cages |
| USWA | Ethan Allen/Kennmare Division | Upholstered furniture and fixtures |
| | Classico | Metal household furniture |
| USWA (Upholstery Division) | House of Alfino, Inc.; Marco Fine Furniture; J.G. Furniture Co.; Schnadig Corp.; Flexsteel Ind.; Bedford Furniture Ind.; Maurice Mandle and Co.; Custom Upholstery; D. Becker and Sons | Upholstered furniture |
| | Evenflo Juvenile Furniture, Century Products | Baby/children's furniture |
| | Contour Chair Lounge | Mechanized recliners |
| | Continental Drapery & Upholstery | Drapes |
| | Kingsley Furniture Co., Mersman Tables | Wood furniture |
| | All-Luminum Products, Sunbeam Outdoor Products | Outdoor lawn furniture |
| | Simmons Co.; Serta N.E., Inc. | Mattresses |
| | Neschoff Chair | Chairs |
| IBT | Anderson Mattress Co.; Bilt Rite Cabinet Corp.; Cal Mode Furniture Mfg. Co.; Carman Mfg. Co.; Cumberland Wood and Chair Corp.; Deluxe Bedding Co., Inc.; Douglas Furniture Co. of California; Dresher's, Inc.; Filbar Furniture Mfg. Co.; Flexsteel Ind., Inc.; Fredman Bros. Furniture Co.; Grange Mattress Co.; Homecrest Ind., Inc.; Karel Co.; Kay Chesterfield Mfg. Co.; Kinglsey Furniture Co., Inc. | Furniture and bedding |
| | Knickerbocker Bed Spring Co.; Leggett and Platt, Inc.; Leswan Sleep Products Co.; Master Made Furniture Corp.; Mastercraft Furniture Corp.; Maywood Ind., Inc.; National Bedding and Furniture Ind.; Northwest Bedding Co.; Norwalk Furniture Corp.; Now Products Co.; Olympic Spring Co.; Pacific Furniture Mfg. Co.; Royal City Bedding Ltd.; Sandberg Furniture Mfg. Co. | Furniture and bedding |
| | Sassy, Inc.; Schnadig Corp.; Schubert Ind., Inc.; Sealy Mattress Co.; Serta Mattress Co.; Simmons Mattress Co.; Simon Mattress Mfg. Co.; Sleep-Aire Mattress Co.; Small and Boyes Ltd.; Star Bedding Co. of Pittsburgh, Inc.; Stratton Furniture Mfg. Co.; Superior Bedding Co., Inc.; Talney Mfg. Co.; Wickerware, Inc. | Furniture and bedding |
| ACTWU | Kuss Corp. | Waterbeds |
| | Charleswood Furniture Co. | Bookcases, cabinets, ready-to-as-semble furniture |
| | Altoona Mattress Co.; A.W. Ind. (Serta); Ackerman Mfg. Co. (King Coil, Perfect Sleeper, Spring Air); Enterprise Mattress Co. (Serta); Estee Bedding Co.; Heller Bros.; Midwest Bedding Co.; Milton Johns Co.; Posture Mattress Co. (Spring Air); Schubert Ind. (Chiropractic, Spring Wall); Sealy of Eastern N.Y., Inc.; Serta Restokraft Mfg. Co.; Serta Royal Bedding Co.; Stearns & Foster Bedding Co.(Comfort Cloud, Correct Comfort, Stearns & Foster); The J.C. Hirschman Co., Inc.; Toledo Mattress Co. | Mattresses |
| | Fieldcrest-Cannon, Inc. (Karastan, Laurelcrest); Royalweave, Inc.; U.S. Padding Co.; Downs Carpet Co.; C.H. Masland & Sons | Carpet |
| | Cerlco, Inc. | Gerry high chairs |
| | House of Edinboro | Sofas, chairs |
| | Cameo Curtains of New Bedford, Inc.; Carl-Stan Curtain Mfg.; Fieldcrest-Cannon, Inc.; Max Kahn Curtain Corp.; Penn Needle Art Co.; ABK, Inc.; Scalamandre Silks; Stroheim & Romann, Inc.; West Point Pepperell, Inc. (Lady Pepperell, Martex) | Curtains, drapes |
| | Hygiene Ind., Inc. (Berkley, First Lady, Hygiene, Westbury); Paradise Mfg. | Shower curtains |
| | Suncast Corp. | Patio furniture |
| | Z.R.M. Ind. (Atom, Alsay, Alsy), Natalie Lamp Shade Co., Westwood Light Co., Standard Lamp Shade Co. | Lamps and accessories |
| | Crawford Mfg. Co.; Hollander Pillow Corp.; Northern Feather Co.; Riverside Ind., Inc.; United National Ind.; Buffalo Batting & Felt Corp. | Pillows |
| | Schwab Safe Co., Inc.; Colecraft Mfg. Co., Inc. | Filing cabinets |
| | Ajusto Equipment Co. | Office chairs |
| | Colecraft Mfg. Co., Inc. | Office furniture |
| | Craford Mfg. Co., Nappe/Babcock (Frigid Mate, Thermo Keep) | Bean bags |
| | Colgate Mattress Co. | Crib mattresses |

# Unionist held, tyranny reigns in Malawi

## *AFL-CIO decries dictatorial rule*

The AFL-CIO has demanded that the president of Malawi immediately release a detained trade union leader, "guarantee his safety and issue a clear statement supporting multiparty democracy and human rights."

Chakufwa Chihana was arrested without charges along with five other members of the Southern Africa Trade Union Coordination Council (SATUCC), of which Chihana is general secretary. Chihana was arrested when he returned from a human rights conference in Zambia, where he was elected to chair the new Democracy Alliance for Malawi.

In protesting the arrest, AFL-CIO President Lane Kirkland noted that Chihana was previously jailed for six years in the 1970s by the same self-appointed "President for Life," Hastings Kamuzu Banda. A lawyer sent by the African American Labor Center to represent Chihana also was arrested, but later released.

AALC Director Patrick O'Farrell described the March 24 formation of the Democracy Alliance for Malawi as an expression of "the long festering discontent of the population" with Banda's oppressive regime.

"The abuse of detention without trial, police surveillance and long-term imprisonment are common exercises of Banda's control," O'Farrell said. A Catholic Bishops Pastoral and university demonstrations were part of the movement that led to the formation of the Democracy Alliance for Malawi, which Chihana heads.

Malawi, roughly the size of Pennsylvania, has had a one-man, one-party rule imposed ever since independence in 1964. O'Farrell said Banda pays lip service to multiparty democracy while repressing Malawi's 9 million people, whose per capita GNP is among the world's 10 lowest.

Reuters photo

**Han Dongfang** talks with western reporters in Beijing.

# Han Dongfang continues fight for free trade unions in China

Han Dongfang, a Chinese worker activist who was imprisoned for two years for his organizing activities, has been refused a permit to demonstrate for free trade unions.

Han, who nearly died in prison before an international campaign won his release, wanted to demonstrate in front of the Great Hall of the People, where the rubber-stamp National Peoples' Congress is set to approve a new trade union law that continues Communist Party control of labor organizations.

"If China now allows capitalist organizations to spring up, how can it not allow free unions to protect the workers' interests?" Han asked.

Although Han publicly criticized the Chinese policy, he has scrupulously observed the country's laws by requesting a permit for a demonstration and by disavowing any resort to violence.

Han was a key leader of the Beijing Workers Autonomous Federation, an independent workers organization that he helped form during the Spring 1989 democracy movement. He was held incommunicado at various Chinese prisons for almost two years as part of a police roundup of all known federation members.

While in prison, Han suffered abuse from security officials in conditions so bad that he almost died of tuberculosis. The Chinese government released him only after a series of international protests, which included the direct intervention of the U.S. State Department.

However, in violation of a promise made to U.S. Secretary of State James Baker, Han's effort to leave the country has been blocked by Beijing's insistence that his travel must be approved by his old work unit in the railway system.

As a result of Han's public remarks, the authorities have made veiled threats to Han about his wife and family. But Han has been unbowed. "If I don't say something and do something, my heart will not be at ease," he said. "I must speak out because other people can not."

# Peru chief's power play denounced

The AFL-CIO condemned the military crackdown in Peru, urging the U.S. government and the Organization of American States to impose sanctions until constitutional guarantees are restored for Peruvians.

President Alberto Fujimori's suspension of parliament and the judiciary has dealt a severe setback to democracy and the rule of law, the federation said. It called for "the release of all political and trade union detainees, and respect for human and trade union rights."

Trade unionists have come under heavy fire. Luis Negreiros, secretary general of the port workers union (FEMAPOR) and a leader of the APRA opposition party, is in custody. The headquarters of both the teachers and the construction workers unions, as well as the communist labor federation (CGTP), were surrounded by tanks.

The International Federation of Chemical, Energy and General Workers (ICEF) was among the international groups registering strong protests. "Democracy cannot be defended by destroying it," ICEF General Secretary Michael D. Boggs said.

While the world has sympathized with Peru's grave economic, social and political crisis and its suffering at the hands of the maniacal "Shining Path" guerilla army, the AFL-CIO said, "President Fujimori will soon discover that the 'cure' is worse than the 'illness.'"

The federation pointed to the socio-political cost of self-imposed non-democratic military rule in neighboring Chile, Argentina and Uruguay.

"The AFL-CIO has long warned that many of Latin America's fragile democracies are under threat because of harsh economic conditions resulting from reforms imposed upon them by the International Monetary Fund and the World Bank. Such extreme austerity measures threaten to destabilize constitutional governments."

# *Vanderveken: globe-trotter for workers' rights*

**Caracas, Venezuela**

John Vanderveken, the outgoing general secretary of the International Confederation of Free Trade Unions, was hailed at the organization's world congress for his contributions to labor around the world.

"He has borne our banner proudly, not just in the exalted places where the high and the mighty gather and deign to grant us occasional audience, but wherever plain people are under siege," AFL-CIO President Lane Kirkland said.

"In the mean streets of the barrios and the townships, on the march and on the picket line, Johnny has been there when we needed him."

Kirkland referred to Vanderveken's help in the Eastern Airlines, Pittston Coal, Justice for Janitors and countless other struggles, "those tense and sweaty places where the gritty work of trade unionism is done, where all the instruments and institutions of power are on the other side and workers only have each other. Johnny, that is what we shall not soon forget."

A Belgian and a political science graduate of Ghent University, Vanderveken joined the ICFTU in the education department in 1951. He became assistant general secretary in 1974 and general secretary in 1982 upon the death of Otto Kersten.

Vanderveken, 62, was succeeded by Enzo Friso, who was the assistant general secretary. Friso, who comes out of the Metalworkers, was a founder of CISL, the Italian labor federation. C. LeRoy Trotman of Barbados was elected president of ICFTU.

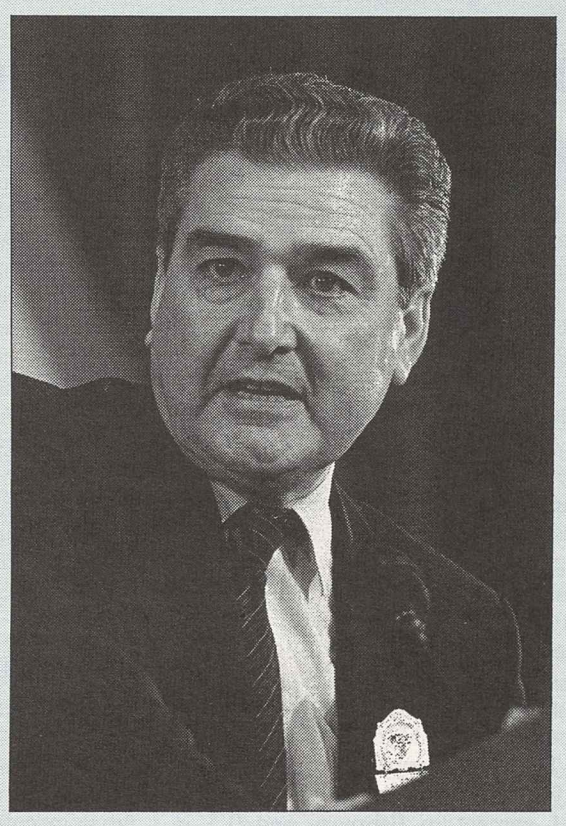
Vanderveken's watch saw the ICFTU grow to representation of 110 million workers in 109 countries, a high in its history. With that growth came an increased interest in practical steps toward solidarity, which made possible international union campaigns that have assisted U.S. and other workers in struggles with multinational companies.

Vanderveken's remarks to the Congress reflected his lifetime of dedication to worker rights.

A century ago, he said, a philosophy emerged "which promised heaven on earth if working men and women let the Communist Party control their lives," Vanderveken noted.

Today, he said, heaven on earth is again being offered by "the messianic fervor of the neo-liberal, anti-union, minimal government ideologists if only we would let our lives be determined by market forces."

The reality, Vanderveken said, is that "a better life for all — we do not seek and cannot promise nirvana — is only possible through the participation of working men and women in building their own future." That means genuine democracy "not just at the ballot box, but also at the workplace through free trade unions."



**John Vanderveken**

# ECONOMY

## Precipitous income drop seen for young families

By John R. Oravec

Young families with children have taken a severe economic beating over the last two decades as their real median income plunged 32 percent, the Children's Defense Fund disclosed.

With that sharp decline in earnings, the poverty rate for families headed by a worker under age 30 soared from 20 percent in 1973 to 40 percent in 1990, according to the CDF study "Vanishing Dreams: The Plight of America's Young Families."

A prime cause of the economic deterioration is the fall in real wages with the disappearance of good-paying jobs, while lower-paying part-time, part-year and temporary work has increased. At the same time, government policies are lacking to lift the younger families out of poverty.

"The implicit message to young Americans is frighteningly clear: bearing and raising and nurturing children may no longer be compatible with active pursuit of the American dream," said CDF President Marian Wright Edelman in releasing the study.

Edelman warned that "no society can convey this message for long if it hopes to survive and prosper."

For older families with children, median income declined 6 percent between 1973 and 1990. But the sharper decline for younger families greatly widened the income gap with other Americans. Young and older families without children saw their incomes rise 11 percent during that period.

The study showed that younger family incomes in 1973 were two-thirds that of older families with children. By 1990, their incomes had fallen to one-half that of older families.

"Young Americans now are less able to build a foundation for their own economic security, form stable families, provide adequate support for their children, or have hope and confidence in the future," Edelman said.

"As a group, they are falling farther behind older Americans and are bearing the burden of the nation's massive economic and social change and its loss in jobs and income."

Earnings and income losses were heavy for younger families even before the start of the Bush recession. They registered a 19 percent decline with the back-to-back recessions of 1980 and 1981-82, while rising a mere 1.4 percent for the rest of the decade.

But the current recession sent young families with children into an economic tailspin as their median income plummeted 9 percent in one year from 1989 to 1990, according to research by the CDF conducted with Northeastern University's Center for Labor Market Studies. The findings are based on Census Bureau data.

The continuing Bush recession and erosion of vital jobs will continue to drain family income, other analysts pointed out.

About half of all American children are born into families headed by a parent under 30. Adjusted for inflation, their average income dropped from $27,765 in 1973 to $18,884 in 1990.

The incomes of families headed by parents 30 to 64 years old slipped from $41,068 in 1973 to $38,451 in 1990, a decline of 6.4 percent. Young families with children headed by a college graduate saw inflation-adjusted earnings rise 3 percent to $37,800 a year over the two decades.

"The huge drop in wages among America's younger workers has not received adequate attention," the CDF report observes. "In part, it has been obscured because so many young married-couple families have tried to compensate for lower wages by sending a second worker into the work force. That is one reason the overall income loss for the median young family has been smaller than the drop in earnings of the family head.

"But these second earners have only softened the economic blow a little, and the growing number of young parents working longer hours or coping with two jobs has placed young families under tremendous stress."

The CDF report urges Congress to take immediate action to ease the plight of the young families.

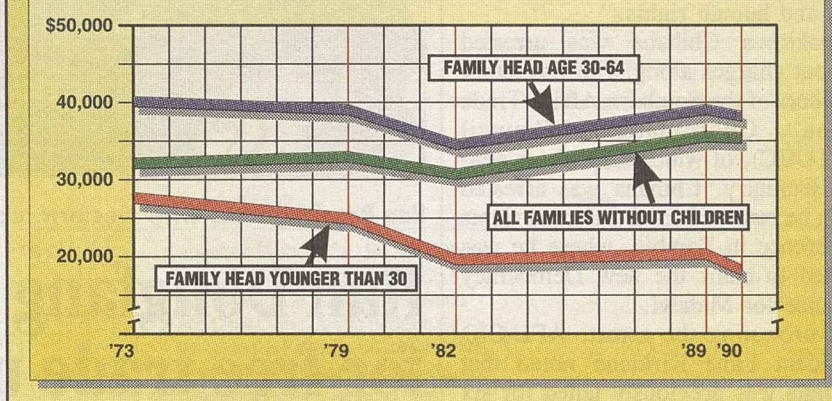
Its legislative proposal calls for a refundable children's tax credit; improved health insurance coverage and wider access; increases in the federal minimum wage, which has declined in value in the last two decades; other initiatives to supplement earnings; and greater investments in education and training.

"America's young families cannot wait another year for response to the economic disaster that has struck them," Edelman said in underscoring the need for speedy congressional action.

"The current generation of young adults generally is no less educated, motivated or responsible than its predecessors," she said.

"As a group, they are more likely to complete high school, enroll in college, delay childbearing and prepare for their futures than the generation before them," the CDF president said.

### Significant statistics




Inflation-adjusted income of families with children headed by a parent under age 30 dropped 32 percent between 1973 and 1990, according to a study by the Children's Defense Fund. The loss of good-paying jobs was a prime cause. Families without children, especially those who were able to field two wage earners, saw their annual earnings rise 11 percent over the past two decades -- until the onset of the Bush recession.

| | |
|---|---|
| **Consumer Prices** | |
| March CPI-W | +0.5 percent |
| Clothing prices | +0.9 percent |
| **Retail Sales** | |
| March | -0.4 percent |
| **Foreign Trade Deficit** | |
| February (all merchandise) | $3.4 billion |
| Manufactured goods | $4 billion |
| **Housing Starts** | +6.4 percent |
| March (annual rate) | 1.36 million |
| Single-family houses | -2.8 percent |
| Apartment buildings | +63 percent |
| **Initial UI Claims** | |
| Weekly Average | |
| March | 431,000 |
| Change over month | +4,000 |
| **Real Weekly Earnings** | |
| March(change over month) | - 0.1 percent |
| Change from March 1981 | -5.9 percent |

AFL-CIO NEWSGRAFIC

## Inflationary burst compounds workers' economic woes

Workers were hit by the sharpest dose of inflation in a year and half as the government's consumer price index for urban wage earners shot up 0.5 percent in last month.

The Bureau of Labor Statistics reported that the March increase in the CPI-W was broad-based, with the costs of clothing, food, energy, transportation and medical care leading the surge.

As a result of higher retail prices, real weekly earnings of the average worker slipped 0.1 percent over the month despite a 0.4 percent rise in hourly earnings. Although a slower climb in prices over the last several months kept real pay 1 percent above a year ago, the longer term inflation took its toll.

AFL-CIO economist Anne Draper noted that real weekly wages were 5.9 percent below March 1981.

The costs of apparel and upkeep rose 0.9 percent last month after climbing 1.1 percent in February and 0.5 in January to reflect the higher prices of spring and summer lines of clothing.

Gasoline pump prices also jumped 0.9 percent in March, but fuel costs had declined in the previous two months. Public transportation fares advanced 1.9 percent last month, although the over-the-year increase was only 1.2 percent.

Food prices rose 0.6 percent, led by a 4.5 percent hike in fruits and vegetables at the checkout counter. Price tags on new cars and trucks rose 0.9 percent.

While the increase in the cost of medical care slowed to 0.5 percent last month, it was the highest in the over-the-year jump of any other CPI component, surging 7.9 percent, BLS reported.

### Trade deficit eases

The nation's overall trade merchandise trade deficit of $3.4 billion in February eased to the lowest level in nearly nine years, although the shortfall in manufactured goods was close to $4 billion, Commerce Department data showed.

Before seasonal adjustment, imports of factory goods totaled $28.3 billion while imports amounted to $32.3 billion. Imports of autos, trucks and components were at $4.2 billion, compared with exports of $1.1 billion. The deficit in clothing imports was close to $2 billion.

But exports of farm commodities made up for the shortfall in manufactured goods. U.S. companies exported $3.8 billion in agricultural items, compared with imports of $1.8 billion, to post a surplus of $2 billion.

In transactions with major trading countries, the United States had a February deficit of $3 billion with Japan and $1.2 billion with China. However, the nation rang up a trade surplus of $2.6 billion with Western Europe.

Imports of petroleum products amounted to $3.1 billion, although U.S. exports reduced the deficit with OPEC nations to $0.3 billion.

The Commerce Department said retail sales dropped 0.4 percent in March after posting gains in January and February. Sales were down 2.5 percent at clothing outlets and off 3 percent at general merchandise stores.

Sales at building material and hardware stores fell 1.4 percent. But grocery store sales edged up 0.4 percent and drugstores posted a 1.2 percent gain from February.

### State jobless rates high

The BLS reported that unemployment rates rose in 22 states in February, while edging down in 26 states.

Jobless rates of 8.5 percent and higher were posted by seven states — Alaska, California, Florida, Illinois, Michigan, New York and West Virginia — the highest at 12.5 percent.

Thirteen other states also were over the national average of 7.3 percent for the month. They are Alabama, Arizona, Connecticut, Maine, Massachusetts, Mississippi, Montana, New Mexico, New Jersey, Oregon, Pennsylvania, Texas and Washington.

# Newsmakers

The Railway Labor Executives' Association has recommended **V.M. "Butch" Speakman** to be the labor member of the Railroad Retirement Board. Speakman would resign as president of the Railroad Signalmen to replace **Charles J. Chamberlain,** who will retire June 1. Chamberlain, a former president of the Railroad Signalmen, was appointed to the board in October 1977. Chamberlain's tenure marks the longest service of a labor member in the board's history.

**Edward T. Hanley,** president of the Hotel Employees and Restaurant Employees, has pledged $8 million in strike benefits for 500 HERE local union members who have been on strike at the Frontier Hotel in Las Vegas since September 1991. The bartenders and culinary workers, fighting Frontier's efforts to hire "permanent replacements," marched across the desert to Los Angeles in January to focus attention on the dispute.

The Laborers have gained pledges of more than $250,000 to establish a foundation to carry on the work of **Dr. Irving J. Selikoff,** a leading practitioner of occupational health who is suffering from cancer. The union held a charter meeting of the Irving J. Selikoff Foundation for Workers and Environmental Health, a not-for-profit organization in support of Mount Sinai School of Medicine in New York City.

**The Coalition of Labor Union Women** will celebrate "Working Women's Awareness Week" May 4-10, with activities focused on the "Economic Empowerment of Women." CLUW's 75 chapters nationwide are scheduling events.

Bob Kite/Chicago AFL-CIO

**Six wooden statues** of auto workers, commissioned for the 1933 World's Fair, are being restored and loaned from Chicago's Museum of Science and Industry to the Labor Department, where they will be part of a display on labor history in the nation's capital.

## AWARDS

The Workers Defense League will honor Teamsters President **Ron Carey** at its annual dinner in New York City May 14. Carey will receive the David L. Clendenin Award for Distinguished Service to Labor's Rights.

**Bill Robertson,** executive secretary-treasurer of the Los Angeles County AFL-CIO, received the 1992 Joseph A. Beirne Community Services Award presented by the United Way of America. The award, named for the late president of the Communications Workers, honors community service and voluntarism.

The Letter Carriers posthumously awarded **Richard L. Rice** the union's "National Hero of the Year" honor. Rice, a mail carrier for 17 years, was shot to death last year while trying to stop a bank robber in California. NALC President **Vincent R. Sombrotto** will present the award to Rice's widow, Irene, on May 13.

## DEATHS

**Anthony J. Lutty,** retired secretary-treasurer of the Food and Commercial Workers, died April 11 of a heart attack. He was 72.

"Bud" Lutty was a member of the merger committee that resulted in the establishment of the UFCW in 1979. He was elected secretary-treasurer in 1980 and re-elected in 1983.

The Anthony J. "Bud" Lutty Tech Center, a computer facility in Alexandria, Va., was established in 1988, marking his contributions to the labor movement. Lutty is survived by his wife and his two children.

**Carl J. Herwarth,** an AFL-CIO field representative, died April 8. He was 64.

Prior to joining the AFL-CIO in 1968, Herwarth served as president of Utility Workers Local 445. He also founded and served as president of the Michigan Union of Skilled Temporary Workers. Herwarth is survived by his wife and three children.

# Hemispheric arts, media group formed

The common problems of artists, entertainers and news reporters with privatization, commercialization, concentration of ownership and deregulation have prompted formation of a new international trade union body.

The Pan American Federation of Arts, Mass Media and Entertainment Unions (PANARTES) also expressed alarm that "self-appointed guardians of public morality, as they define it, threaten traditional freedom of artistic creativity in the hemisphere."

Carlos Bracho of the Mexican Actors Union was elected president of PANARTES, which will be steered by a nine-member executive committee. The three general vice presidents elected are from Canada, Argentina and Brazil, with regional vice presidents from Chile, Panama, Venezuela and Canada.

The secretary is Jack Golodner of the AFL-CIO Department for Professional Employees, whose department co-sponsored the founding assembly with the American Institute of Free Labor Development.

The assembly at the the George Meany Center for Labor Studies drew 62 representatives from 46 labor organizations in 11 nations.

Arts and entertainment unions, meeting in Rio de Janerio last year, had petitioned the International Trade Secretariat for Arts, Mass Media and Entertainment Unions (ISETU) to organize a founding assembly for a successor to the defunct Inter-American Federation of Entertainment Unions.

Walter Bacher of Austria, the president of ISETU, addressed the founding assembly, as did Irene Robadey, the ISETU general secretary from Geneva, and AFL-CIO President Lane Kirkland.

The founding assembly was told of plans for a new office in Brussels.

Kirkland told the group that advancements in computers, cable television, digital recording and satellites amount "to the advanced ability of employers to move work to where it can be performed by the cheapest and most repressed labor."

Kirkland said domestic crises around the world have provoked widespread calls for a new isolationism, but "it is simply not possible for trade unionists to appease or make a separate peace with the forces that afflict labor anywhere in the world."

The George Meany Center for Labor Studies will offer 13 workshops during May and June 1992. The schedule:

**ADVANCED ARBITRATION** (May 3-8) — An advanced program that focuses on examination and cross-examination of witnesses, preparation of briefs and research.

**EFFECTIVE SPEAKING** (May 3-8) — A workshop to coach speakers on topic selection, research, outlining and delivery in front of video cameras. Exercises will emphasize listening skills.

**EFFECTIVE GRIEVANCE ADMINISTRATION** (May 17-22) — New approaches for improving grievance procedures. Limited to experienced advocates in grievance arbitration.

**CONTRACT NEGOTIATIONS AND THE LAW** (May 17-22) — A workshop for individuals who negotiate collective bargaining agreements to familiarize themselves with the legal issues involved in bargaining.

**EFFECTIVE WRITING** (May 17-22) A workshop for union leaders to explore and improve their writing and master certain writing formats. Participants meet one-on-one with professional writers/editors.

**ORGANIZING I** (May 31-June 5) — A review of key elements of an organizing campaign, including targeting, house calls, picking winning issues, and developing plant committees.

**NEW STAFF PROGRAM** (June 7-19) — For recently appointed or elected union staff, the workshop aims at planning skills, developing personal skills to fit the various roles of union staff and providing insight into the labor movement.

**CERTIFIED EMPLOYEE BENEFIT SPECIALIST PROGRAMS IX AND III** (June 8-12) — Courses on employee benefit and retirement plans, respectively, will be held as part of 10 courses in the CEBS program.

**THE UNION ADMINISTRATOR AND BUSINESS AGENT** (June 14-19) — A workshop on conflict management, time management, monitoring finances and budgeting.

**MAKING THE LEGAL SYSTEM WORK** (June 14-19) — A workshop that teaches union leaders to solve employment related problems under local, state and federal legislation while adhering to the bargaining agreement.

**DESKTOP PUBLISHING** (June 21-24) — This workshop teaches the basics of PageMaker desktop publishing software and is designed for labor editors and educators with some computer experience.

**DISCIPLINE AND DISCHARGE IN ARBITRATION** (June 21-26) — An advanced institute exploring the concept of just cause, standards for arbitrators, investigation procedures and standards of proof.

**NEGOTIATING AND WRITING CONTRACT LANGUAGE** (June 21-26) — An institute to sharpen negotiators' skills on writing contract language and responding to company proposals.

AFL-CIO affiliates and Departments using the campus in May are Communications Workers, May 3-15; AFSCME, May 3-8; Laborers, May 3-8; Flight Attendants, May 10-14; Air Traffic Controllers, May 10-15; West Virginia University, May 10-13; Food and Commercial Workers, May 11-15; Teamsters, May 13-16; AFL-CIO Organizing Institute, May 15-17; Union Administrators Conference, May 17-19; AALC, May 17-June 5; AFA, May 17-19; AIFLD -161, May 17-June 12; Air Line Pilots, May 19-22; Electronic Workers, May 26-29; Transportation Communications Union, May 31-June 5 and AIFLD Chileans, May 31-June 13.

For more information about labor studies programs write or telephone the Registration Office, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone 301/434-0371.

# Union support urged to boost United Way

The United Way, which is implementing new financial and administrative controls, deserves the continued support of union members, the AFL-CIO said.

"This period of high unemployment and underemployment, coupled with cutbacks in government social programs, makes our help more important than ever," AFL-CIO President Lane Kirkland said.

A thorough outside investigation of charges against the personnel and fiscal practices of the United Way of America has led to effective changes, said NALC President Vincent Sombrotto, chairman of the AFL-CIO Committee on Community Services.

The success of the United Way campaigns to help those in need depends in large measure on the continued support from trade unionists, the AFL-CIO said.

# Workers Memorial Day signals time for change

By Colleen M. O'Neill

As workers around the country prepared to mark the fourth annual Workers Memorial Day, April 28, victims of workplace tragedies took a satellite tour of media outlets to explain the urgency of reforming the nation's safety laws.

For Workers Memorial Day, the AFL-CIO prepared to release a report by the AFL-CIO Department of Occupational Safety and Health that provides state-by-state profiles of worker safety and health.

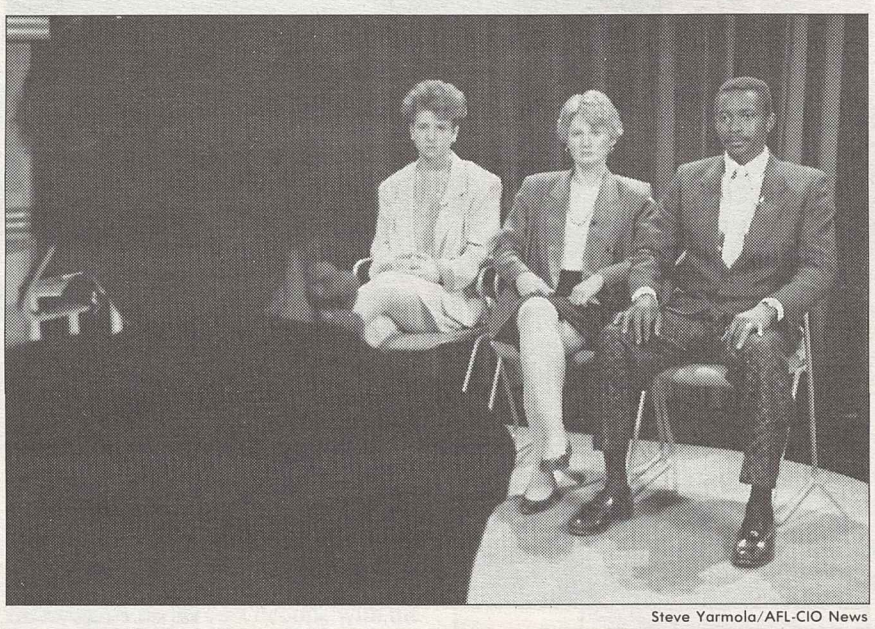
"The statistics paint a grim picture and demonstrate that the nation's job safety law is failing to protect the lives of American workers," the report says. What those numbers reveal is "a lack of commitment, attention and resources being devoted to worker safety and health, with workers paying the price with their lives and limbs."

"Death on the Job: The Toll of Neglect" includes the first listing of numbers of inspections in composite form, as well as a chart comparing fatalities, injuries/illnesses, penalties and inspectors for the 50 states.

In more personal terms, TV reporters from 11 cities heard first-hand accounts from Bobby Quick, a survivor of last September's tragic chicken processing plant fire in Hamlet, N.C., and Lisa Eilar, the sister of a young man crushed to death in a faulty auto bumper press.

They were joined at AFL-CIO headquarters April 23 by Peg Seminario, AFL-CIO safety director, for interviews carried by satellite.

"Workers Memorial Day is a day to remember those killed and injured on the job," Seminario told a Portland, Ore., reporter, "but it's also a day to rededicate ourselves to action to try to prevent such carnage."



Steve Yarmola/AFL-CIO News

**Previewing Workers Memorial Day** in a satellite video tour were Lisa Eilar, AFL-CIO safety and health director Peg Seminario and Bobby Quick.

One of the "biggest challenges is education; getting the American people to understand how serious and how widespread the problem is," she told a reporter in Memphis, Tenn.

Eilar, a University of Michigan senior whose brother was only on the job a few days, with no experience or training on the press that crushed him, said the problem runs deeper than one person's tragedy.

"Thousands upon thousands of people are being slaughtered or maimed," she said. "In some rural areas, where jobs are at a premium, it's like a Third World country — people have to choose between a job and their lives. It's not acceptable."

Quick, who was able to kick open a locked fire exit to allow many Hamlet workers to escape, blamed employers for cutting corners on safety to make money.

"I knew I was working in a place that was dangerous; a few maintenance folks said something, but it didn't mean anything," said Quick. "We were just there to help management make a profit, but we didn't get anything.

"I can't understand how people can put other people to work and then lock the doors behind them — it doesn't make any sense to me."

By calling attention to the worsening health and safety in America's workplaces on this Workers Memorial Day, labor hopes to gain support for reform legislation designed to address glaring deficiencies of the original, 21-year-old law.

Those shortcomings were exemplified April 20 when the Labor Department refused to issue emergency regulations on ergonomic hazards, stating that the dangers are not serious enough.

In a letter to Food and Commercial Workers President William Wynn, Labor Secretary Lynn Martin denied a July 1991 petition from the AFL-CIO and almost three dozen unions for the emergency temporary standard.

UFCW Director of Safety and Health Deborah Berkowitz pointed out that Martin, in rejecting regulating the hazards on an emergency basis, agreed that OSHA should begin regulation.

"However, the secretary's letter noticeably omitted any commitment about when the agency would begin this rulemaking. The letter contained no deadlines, no timelines of when the agency even expects to begin the process of regulating these hazards.

"It is alarming that the agency has yet to embark on the path to control the most prevalent occupational illness in the nation," Berkowitz said. "The administration's lack of response on such a critical hazard is further evidence of why the OSHA law has to be changed."

# INSIDE

VOLUME 37, NUMBER 9
APRIL 27, 1992

AFL-CIO NEWS

**1** ***Council to review Clinton candidacy***

The Executive Council will take up a recommendation from its political work committee that the AFL-CIO endorse Bill Clinton for the Democratic presidential nomination.

**2** ***Choctaw workers choose RWDSU***

Mostly minority women workers at the Choctaw Maid Farms poultry processing plant in Carthage, Miss., defy the anti-union employer and vote for union representation.

**3** ***Jobless suffering under UI system***

America's unemployment insurance system has failed to provide the compensation and protections it was intended to give jobless workers, two economic reviews find.

**7** ***Job security tops CWA, IBEW goals***

"Save good American jobs" is the message from Communications Workers and Electrical Workers to telecommunications employers in national bargaining.

**9** ***Unbowed Han fights for unions in China***

Han Dongfang, a Chinese worker activist who was imprisoned for organizing activities, is seeking to protest a law that keeps labor organizations under Communist Party control.

**10** ***Earnings plummet for young families***

Young families with children have been hit hard by a sharp drop in earnings over the past 20 years, resulting in a big jump in the poverty rate, the Children's Defense Fund says.

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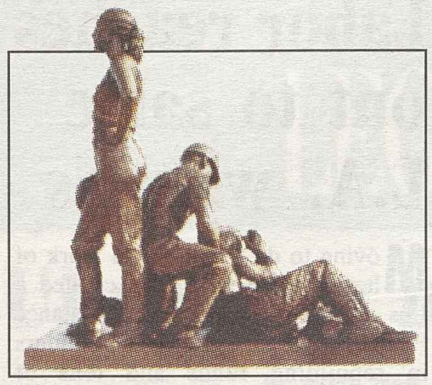

**Workers Memorial Day** included the dedication of this monument in Springfield, Ill., among many other activities. **Pages 8-9.**


# AFL-CIO NEWS

VOLUME 37, NUMBER 10 — MAY 11, 1992


## AFL-CIO endorses Bill Clinton

Raymond Crowell/Page One Photography

**Gov. Bill Clinton** addresses union supporters at a May 3 rally at the Machinists headquarters in Washington.

# 'Offers hope to working Americans'

**By Michael Byrne**

Declaring that Arkansas Gov. Bill Clinton offers a new start toward addressing the concerns of working families, the AFL-CIO Executive Council voted unanimously to endorse Clinton for the Democratic nomination for president.

"America needs new leadership that will work with Congress to address the critical issues of the day and set the nation back on the right course," Federation President Lane Kirkland told a news conference. "We are convinced that Bill Clinton will provide that leadership."

The council cited Clinton's belief in universal health care, tax fairness and the right to strike without being permanently replaced as major reasons for selecting Clinton, whose agenda also has been endorsed by Democratic voters in a string of impressive primary victories — from Texas to Michigan to New York to Pennsylvania.

"He is committed to making critical investments in education, worker training, child care, infrastructure and basic research," the council said. "He believes in fair trade and has pledged a new government effort to stop America's decline into a low-wage, low-skill economy. And he offers hope to working Americans seeking to rebuild their communities . . . from the

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## EXECUTIVE COUNCIL


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# Labor warns on 'marginal' health plans

## *Small-market bills threaten broad reform*

**By Colleen M. O'Neill**

The AFL-CIO launched a broadside against the "marginal, trivial approach" to health care reform that has emerged in Congress as a potential stumbling block to comprehensive remedies.

The so-called "small-market insurance reform" bills that have been bandied about the House and Senate are piecemeal solutions that would only postpone the inevitable and exacerbate the situation, AFL-CIO President Lane Kirkland told the Senate Finance Committee May 7.

"In our view, the term 'small market reform' is not synonymous with health care reform, which must encompass comprehensive reforms in the organization of the health care system, payment of providers and delivery of care," Kirkland said.

"The lesson of proposals already in place within certain states is that small group market reform will not make health insurance accessible and affordable unless it is enacted as part of a comprehensive package that controls costs and guarantees coverage."

"We can reform the health care system — now — if we commit ourselves to get on with the job. To advocate anything less is to accept the inevitable chaos in which the nation's resources continue to be misapplied and drawn into the black hole of uncontrollable costs," Kirkland said.

Service Employees President John J. Sweeney, chairman of the AFL-CIO Health Care Committee, told the Executive Council that his committee plans to meet May 13 with House Speaker Thomas S. Foley (D-Wash.) and Majority Leader Richard A. Gephardt (D-

**Continued on Page 16**

# OSHA inspection once-in-lifetime experience, study shows

Enforcement of the nation's basic job safety and health law is so ineffective that 12 states would need 100 years or more to give workers an inspection of their jobsites.

That is one of the grim findings detailed in the AFL-CIO study "Death on the Job: The Toll of Neglect," released for the fourth annual Workers Memorial Day and pointing up the need for reform of the nation's outdated workplace safety law.

"Workplace inspections by OSHA — the federal agency that is supposed to protect worker health and safety — have become a once-in-a-lifetime experience," said AFL-CIO Secretary-Treasurer Thomas R. Donahue at an April 28 news conference. "OSHA can now inspect workplaces on the average only once every 84 years. And surprise inspections of high-hazard workplaces occur only once every 25 years."

"OSHA is an agency with a weak bark and an even weaker bite," Donahue said. "In effect, employers are not afraid to neglect or ignore the health and safety of their employees."

AFL-CIO Director of Safety and Health Peg Seminario said the federation "would like to see under the Occupational Safety and Health Act what we have in the Mine Safety and Health Act, where in high-hazard industries there is a mandatory frequency of inspections on a regular basis . . . four times a year."

The study showed that Nebraska, with nine inspectors and 43,553 work sites, would need 167 years to inspect each place once — giving it the worst record. South Dakota's inspectors would take 162 years at current rates, while Delaware would need 137 years, New Hampshire 122 years and Colorado 120 years.

North Carolina, site of the tragic fire in a never-inspected chicken-processing plant last September, would need 119 years to get to each jobsite at its current inspection rate. The state's com-

**Continued on Page 10**

# POINT OF VIEW

## A multiracial call for justice

Bill Burke/Page One Photography

**Marching behind** the banner of the Los Angeles-based Alliance of Asian Pacific Labor, trade unionists attending the founding convention of the Asian Pacific American Labor Alliance call for action by the Justice Department in the wake of the Rodney King verdict. Leading the march is APALA's new President Kent Wong and union Presidents Jay Mazur of the Ladies' Garment Workers and Moe Biller of the Postal Workers. **Convention story, Page 11.**

## *Verdict, aftermath symptom of U.S. failures*

*AFL-CIO President Lane Kirkland issued the following statement on the Los Angeles police jury verdict:*

The tragic aftermath of the verdict in the Rodney King case should be a call to national action as urban America is once again plunged into turmoil rooted in poverty and neglect.

The president must pursue all available means to ensure that civil rights statutes linked to the case of Rodney King are scrupulously enforced. Congress must focus on the questions of poverty and urban decay that continue to plague the country.

The frustration and anger on the streets of Los Angeles is not simply the consequence of a single verdict, however inexplicable. It is symptomatic of more than a decade of policies that favor the rich and privileged while ignoring and injuring the disadvantaged and their communities.

The violence in the streets of a major American city is the legacy of the Bush administration's indifference to the harsh realities of urban life, outside of the country club. Our do-nothing president has failed to develop anything approaching a policy to deal with a growing population of desperate urban poor who, amid a protracted recession, are unable to find jobs in our nation's shrinking industrial sector.

Our government's failure of leadership on issues of civil rights and racial bigotry, too, has contributed to the current climate of division, recrimination, and frustration. While the AFL-CIO deeply regrets the violence and destruction that has erupted in Los Angeles, we see it as the consequence of communities abandoned by an elitist administration out of touch with the day-to-day reality of workers and the poor.

## Labor reaches out to salve L.A. wounds

Moving to do the essential work of healing, the AFL-CIO created a Los Angeles Emergency Assistance Fund that will mean millions of dollars in rebuilding funds and tens of thousands in humanitarian relief.

The fund was created by the Executive Council May 6 with a $25,000 contribution from the federation. Affiliated unions began to add contributions to be used for the necessities of life for the hungry, homeless and displaced of Los Angeles.

In addition to the humanitarian relief, AFL-CIO President Lane Kirkland sent representatives of the federation's Pension Investment Program to Los Angeles, where local AFL-CIO President Bill Robertson announced that up to $75 million of union pension funds will be made available to assist in the massive rebuilding effort the city faces.

"Our real estate investment program will work with local leaders in this process," Kirkland said, noting that "a starting point in the rebuilding process is bricks, mortar and building trades skills that can restore the housing and commercial structures that were lost."

The AFL-CIO program comprises a Housing Investment Trust and a Building Investment Trust, which have assets of $750 million and have funded more than $1 billion in projects nationwide. The program's 300 investors include 45 funds based in California.

Kirkland told reporters that the Bush administration's reaction of blaming the Great Society programs of the 1960s for the disorder in Los Angeles was an attempt "to blame the victims. We have an administration that has made it plain that it does not understand or appreciate the harsh conditions that people live under in these cities outside the country clubs of America."

He said the administration's reaction "emphasizes the need to bring into office people who have a more realistic and deeper understanding of the problems this country faces."

The Executive Council noted it was no accident "that violence has erupted in Los Angeles, a city that experienced the loss of tens of thousands of high-paying manufacturing jobs over the past two decades."

The council said an effective antidote to what happened in Los Angeles "must be rooted in policies that stimulate employment opportunities. In the news conference, Kirkland faulted the "harsh regime of the past 12 years, when aid to the cities and states to address their problems has been severely cut back."

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# LEGISLATION

## UI reform moves closer to passage

By Mike Hall

On the same day the AFL-CIO Executive Council called on Congress to move swiftly on unemployment insurance legislation, a House subcommittee marked up a bill to extend emergency benefits and make substantial reforms in the UI system.

Many of the major reforms sought by the AFL-CIO are included in H.R. 4727, sponsored by Reps. Thomas Downey (D-N.Y.) and Dan Rostenkowski (D-Ill.), which was approved May 6 by the House Education and Labor subcommittee on human resources.

"Although some changes in this measure would be desirable, it is a big step in the right direction and we urge Congress to act on it quickly," the council said.

The legislation would extend the current emergency unemployment compensation system, which expires July 4, set up a permanent extended benefits program and use the "total unemployment rate" as the major factor in triggering extended benefits.

The Bush administration is opposed to the bill, but has indicated it would be willing to negotiate an extension of the current temporary extended benefits, at least through the November election. Labor Secretary Lynn Martin has refused to say how long an extension or what type of financing mechanism the administration would support.

Despite the administration's refusal to consider long term UI reform, the Executive Council pointed out that "the need is clear. Fewer than 60 percent of those workers officially recognized as jobless are now getting unemployment compensation. Even that figure understates the system's failures.

"While 9 million are officially jobless, there are also one million discouraged workers, and 6.5 million part-time workers who want full-time jobs. Hidden unemployment represents another million. Thus, the total unemployed and partially unemployed comes to 17.5 million," the council noted.

H.R. 4727 would continue emergency compensation an additional 13 to 20 weeks with a phase-out starting Jan. 1, 1993, or when the three-month moving average of the national unemployment rate falls below 6.5 percent. The bill would ease eligibility by making qualifications the same as those for regular state UI benefits.

The bill also would trigger regular extended benefits for an additional 13 weeks in states with 6 percent total unemployment and 110 percent of the total rate in either of the two previous years.

An additional seven weeks of extended benefits would be available in states with 8 percent total unemployment and meeting the 110 percent requirement. The bill also raises federal matching funds from 50 to 75 percent.

If enacted, the bill would require state UI programs to widen eligibility for benefits, restrict disqualification for voluntary leaving to the most recent job, and require states and employers to give laid-off workers information about eligibility for UI benefits.

Other proposed changes include raising the federal taxable wage base to average annual wages in covered employment, lowering the federal unemployment tax rate, removing the unemployment trust fund from the federal unified budget and allowing states to set up worker readjustment assistance programs.

In earlier testimony the AFL-CIO urged that any programs targeted for displaced or dislocated workers be funded separately, not through the unemployment trust funds and employer taxes, which are part of H.R. 4277's funding formula for such programs. Congress should repeal the income taxes jobless workers must pay on their UI benefits, the federation testified.

Steve Yarmola/AFL-CIO News

**Unemployed workers** from six eastern states rally at the U.S. Labor Department April 30 to call for a jobs program and for continuation of the extended unemployment benefits program.

## Balanced budget bill 'would destroy economy'

Labor called on Congress to reject a proposed constitutional amendment requiring a balanced federal budget, calling it simply a "convenient political cover" for those who created the current economic mess.

The Executive Council, in a statement May 6, noted that nothing in the law prevents the president from submitting a balanced budget or Congress from enacting one.

"Today's enormous deficits were not caused by any infirmity in the constitution, but rather by huge tax cuts for the wealthy, an underfinanced military buildup and foolish deregulatory policies such as those that left taxpayers holding the bag for the savings and loan bailout," the council said.

Conservative lawmakers are pushing to enact the amendment, which is strongly supported by President Bush, by the fall elections. Similar resolutions fell short of approval in 1986 and 1990.

The full House Budget Committee on April 29 began a series of hearings on H.J. Res. 290. The Senate Judiciary Committee approved its version, S.J. Res. 18, last year. A constitutional amendment must win two-thirds support in each house and be ratified by three-fourths of the states.

A balanced budget amendment "would restrict the ability of government to make sound economic policy, seriously harm the people who depend on government the most and make the nation's economic problems even worse," the council said.

If such an amendment were enacted, it would result in increased taxes and drastic program cuts in federal aid to states and in benefit programs such as Medicare and Medicaid, according to the Balanced Budget Coalition, a group of concerned unions, companies and organizations.

AFSCME President Gerald W. McEntee, who heads the AFL-CIO committee against the balanced budget amendment, also noted the amendment would shift a greater economic burden to the states who already must pay increasing costs for programs abandoned or shifted to the states by the Reagan-Bush administrations.

An analysis of the 1974-75 recession by the Council of Economic Advisers found that if such an amendment had been in effect, the 1975 gross national product would have been 12 percent below pre-recession levels.

Unemployment, meanwhile, would have increased sharply, as 3.5 million more people would have lost their jobs, the study showed.

Legislation to create jobs and stimulate the economy would be unlikely to muster the three-fifths vote of Congress required by the amendment to approve deficit spending.

Job opportunities would fail to materialize, incomes would erode and investment would be discouraged, the coalition noted.

## Capitol Digest

The AFL-CIO urged Congress to adopt an amendment that would provide protections for forest product workers in the Pacific Northwest involved in the spotted owls/old growth timber lands controversy.

Sponsored by Rep. Peter A. DeFazio (D-Ore.), the amendment to H.R. 4899 incorporates many of the provisions of the Forest and Families Protection Act, which the AFL-CIO Executive Council endorsed last year. The amendment would establish a stable supply of timber for production, provide support and retraining for displaced workers and create a habitat for the spotted owl. Without the amendment, H.R. 4899 could cause the loss of thousands of jobs.

"This amendment will help to provide a balanced resolution to the timber supply crisis of the Pacific Northwest and northern California," AFL-CIO Legislative Director Robert M. McGlotten told a House Interior and Insular Affairs subcommittee.

In other developments on Capitol Hill:

**CAMPAIGN REFORM** — The Senate approved a conference agreement on campaign finance reform that faces a presidential veto. The AFL-CIO did not support the conference report, but has backed public financing as the only real solution to the domination of government by moneyed interests.

**ENERGY** — Several House committees added labor-backed provisions to an energy bill during a joint mark-up session late last month. The provisions include protections on Davis-Bacon, service contract and occupational health and safety; a cleanup trust fund for federal uranium enrichment plants; and the establishment of a coal industry retiree fund. The bill is expected to face a tough House floor battle in late May.

**GAG RULE** — The House approved, 268-150, the Family Planning Reauthorization Act, which would reverse the Bush administration's "gag rule" restricting the information clients could receive regarding abortion at federally-funded clinics. The "gag-rule" is "inconsistent with the right of all individuals, regardless of income, to make intelligent decisions about their own health and welfare. . . The fact that these regulations apply to abortion counseling should not obscure the far broader rights at stake here," the AFL-CIO said in a letter to the House.

**DEFENSE WORKERS** — Government Employees President John Sturdivant urged the House Appropriations subcommittee on defense to extend the Federal Employees Health Benefits Program to displaced civilian defense workers for one year as part of a package of ways to help workers who are victims of defense downsizing. He also urged funding for job placement, retraining, education, relocation and the establishment of a Defense Conversion Committee that would include representatives from organized labor.

# Gov. Clinton on the issues

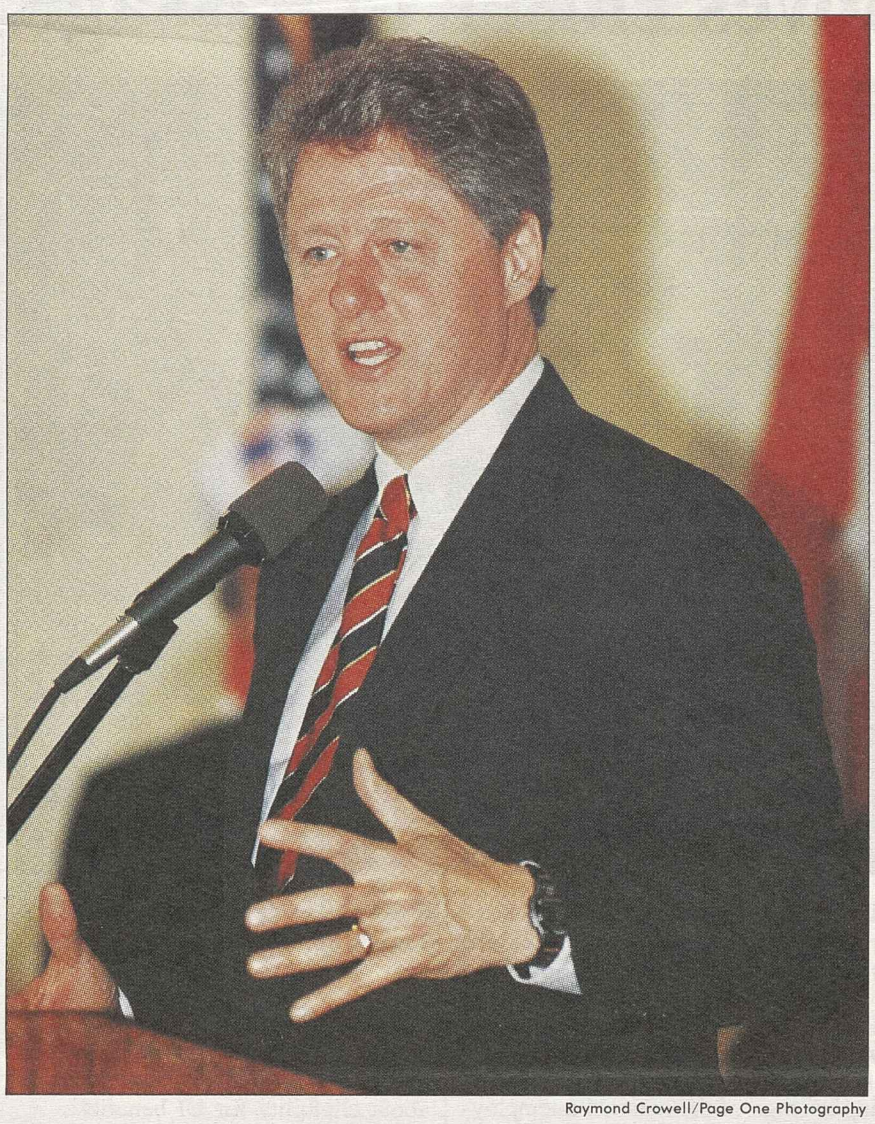
*Quote marks indicate a document from the Bill Clinton for President Committee, or a speech by the candidate. Compiled May 1992 by AFL-CIO Economic Research Department.*

## WORKERS AND UNIONS

**Striker Replacement** — Clinton "will sign the Workplace Fairness Bill, which bans permanent replacement of striking workers. Bill Clinton insists that it is simply unacceptable for employers to undercut the collective bargaining process by hiring strike breakers."

**Collective Bargaining Rights** — "Bill Clinton is committed to the rights of working men and women to organize and bargain collectively. . . .Bill Clinton will even the scales in the way the NLRB decides cases in order to create a level playing field and restore the historic balance between labor and management. And he will sign a bill to repeal Section 14b (permitting state 'right-to-work' laws) as soon as Congress puts it on his desk."

**Minimum Wage and Davis-Bacon Protections** — "Bill Clinton supports efforts to ensure a fair wage for America's workers and advocates increasing the minimum wage to keep pace with inflation. As president, Clinton will enforce the prevailing wage protections provided workers in the Davis-Bacon Act and will oppose any effort to weaken the laws already on the books."



Raymond Crowell/Page One Photography

## WORKING FAMILIES

**Family Leave** — "We can no longer be the only industrial nation in the world that has no family leave policy. . .As President, Bill Clinton will sign the Family and Medical Leave Act to create a minimum standard of family and medical leave for all workers."

**Anti-Recession Package** — For the immediate crisis, Clinton has proposed the following measures: a middle-class tax cut; an accelerated highway and transportation construction plan; an increase in the ceiling on FHA mortgage guarantees; cuts in rates for credit card customers with good credit records; and an economic lifeline for housing, enabling families to keep up with their mortgage or rent payments when facing unexpected unemployment.

**National Health Care Plan** — "A Clinton administration will introduce legislation in its first year in office to provide affordable, quality health care for all Americans for the same money we spend now, by slashing costs through insurance reform, holding down drug prices, stopping the spread of redundant technology, and reducing health care bureaucracy."

The plan encompasses universal coverage through a "pay or play" system, establishment of a core benefit package, and replacement of "1,500 separate sets of rules and forms" with a simplified, streamlined billing system. The plan also addresses the problem of long-term care.

**Taxes** — Clinton proposes a variety of changes in the nation's tax code to provide fairness, including:

*"Bill Clinton will even the scales in the way the NLRB decides cases in order to create a level playing field and restore the historic balance between labor and management. And he will sign a bill to repeal Section 14b (permitting state right-to-work laws) as soon as Congress puts it on his desk."*

- Cutting middle-class tax rates by 10 percent. Closing tax loopholes for high-income families.
- Replacing the current $2,150 dependent's exemption with a tax credit up to $800 per child.
- Providing, instead of a capital gains tax cut, a "new enterprise" tax break. Those who risk their savings on new businesses would receive a 50 percent tax exclusion for gains held more than five years.
- Curbing corporate tax breaks for excessive executive pay.
- Removing tax incentives for shutting down U.S. plants and moving them overseas.
- Making the Research and Development tax credit permanent.

**Poverty and Welfare** — "In a Clinton administration we'll do everything we can to break the cycle of dependency and help the poor climb out of poverty. First, we need to make work pay by expanding the Earned Income Tax Credit for the working poor, create savings accounts that make it easier for poor people even on welfare to save, and supporting microenterprise grants for those who want to start a small business. At the same time, we need to assure all Americans that they'll have access to health care when they go to work.

"We'll still help people who can't help themselves, and those who need education and training and child care. But if people can work, they'll have to do so."

## THE ECONOMY

**Foreign Trade** — While Clinton supported fast-track negotiations with Mexico for a trade agreement, he has stated that he will oppose any U.S.-Mexico trade agreement that does not include worker standards and environmental protections. "A Clinton administration will tell Japan that if they don't open their markets and play by our rules, we'll play by theirs."

**Federal Budget and Deficit** — "We ought to have a federal budget which invests more in the future and spends less on the present and past."

Clinton proposes a three-part federal budget: a "past budget" for interest payments; a "present budget" for current consumption; and a "future budget" for investing in the future (education, child care, environmental technology, infrastructure, and basic research).

The budget deficit can be brought down over time by reducing defense spending, cutting 3 percent per year out of the administrative cost of government, and by limiting "current consumption" expenditures to growth in personal income.

**Conversion to a Civilian Economy** — "We must not forget about the real people whose lives will be turned upside-down when defense is cut deeply. The government should look out for its defense workers and the communities they live in. We should insist on advance notification and help communities to plan for a transition. . . .Likewise, those who have served the nation in uniform cannot be dumped on the job market. We've got to enlist them to help meet our many needs at home."

**Education and Training** — "Education is economic development. We can only be a high-wage, high-growth country if we are a high-skills country." Specifically, Clinton calls for:

- Preschool for every child who needs it, with full funding for Head Start.
- A national examination system to push our students to meet world-class standards in core subjects like math and science.
- A national apprenticeship program to enable high school students not bound for college to learn valuable job skills, with a promise of real jobs with growing incomes when they graduate.
- A domestic GI bill for middle-class as well as low-income people. Congress will be asked to establish a trust fund out of which any American can borrow money for a college education, so long as the loan is paid back either as a small percentage of income over time or with a couple of years of national service. The fund would be financed with a portion of the peace dividend and by redirecting the present student loan program.
- Adult literacy programs, available to all who need it.
- On-the-job training for working people. Business spends billions on training, but most of the money goes to the 10 percent at the top of the ladder. Clinton would require employers to offer every worker his or her share of those training dollars, or contribute the equivalent to a national training fund.

**Expanding U.S. Technology** — "If we want to help U.S. companies keep pace in the world economy, we need to restore America to the forefront not just in inventing products, but in bringing them to market. Too often we have won the battle of the patents, but lost the war of creating jobs, profits and wealth."

Clinton would create a civilian equivalent of the R&D arm of the Defense Department, which would provide basic research for new and critical technologies and make it easier to move these

Linda Henson

**Gov. Bill Clinton** met with UAW members on the picket line during their strike against Caterpillar, assuring them he supported S. 55, the Workplace Fairness Bill, and their right to strike without fear of "permanent replacement."

# AFL-CIO endorses Clinton

**Continued from Page 1**

devastation of job loss and official neglect.''

Clinton's April 28 Pennsylvania victory, in which he gathered 57 percent of the vote, was helped by the efforts of labor, mobilized after the council's Committee on Political Work recommended the endorsement on April 20, COPE Director John Perkins reported.

Tracking polls showed that union households, which gave Clinton 42 percent before the committee's recommendation, had moved to 57 percent support 10 days later. Exit polling data showed that those union households, which make up some 40 percent of the Pennsylvania vote, gave Clinton 62 percent of their votes.

Perkins credited the phone bank support of the Steelworkers in Pittsburgh, AFSCME in eastern Pennsylvania and the Ladies' Garment Workers in Philadelphia, among other unions that worked in coordination with the Pennsylvania AFL-CIO to get out the message of labor's support for Clinton.

Clinton appeared before a meeting of the Washington, D.C., Metropolitan AFL-CIO on Sunday, May 3, in advance of his sweep with more than 60 percent of the vote in the D.C., Indiana and North Carolina primaries on May 5. The rally, held in the auditorium of the Machinists headquarters, drew an enthusiastic crowd of labor well-wishers.

Kirkland told reporters that the AFL-CIO endorsement comes at a key time for the Democratic candidate.

''The question today is what role we can play in helping to bring the process to a conclusion as early as possible,'' he said. ''That means having sufficient delegate strength to assure the nomination. The sooner that takes place, the more time the governor will have to prepare himself for the convention and the subsequent campaign.''

Following the party conventions, the federation will convene a meeting of its General Board to consider an endorsement for the November election, Kirkland told reporters. The General Board consists of the Executive Council and representatives of the 88 affiliated unions and the trade and industrial departments.

With his victories on May 5, Clinton now has nearly 1,800 delegates, with 2,145 needed for nomination. Perkins said COPE has turned its attention to Nebraska and West Virginia, where state and local AFL-CIOs were busy spreading the word on Clinton's positions and labor's endorsement for their May 12 primaries.

Perkins said he expected the Clinton campaign to focus much of its attention on the last set of primaries on June 2, when Alabama, California, Ohio, Montana, New Jersey and New Mexico could put him over the top.

ideas into the international marketplace.

**Energy** — ''We need a new energy policy to lower the trade deficit, increase productivity, and improve the environment.'' Clinton's program would:

- Rely less on imported oil and more on cheap and abundant natural gas, and on research and development into renewable resources.
- Increase the current 27.5 miles-per-gallon fuel economy standard to 45.
- Tax incentives for renewable resources so that they could compete with traditional energy sources, which reap many benefits from a tax structure slanted in their favor.

**Environment** — Clinton would seek to balance environmental needs with economic needs. Specifically:

- Clinton firmly supports ''no net loss'' of our wetlands. ''The wetlands policy of a Clinton administration will be based on science, not politics.''
- Clinton supports proposals that would protect both ancient forests of the Pacific Northwest and lumber industry jobs. These include assistance to families and communities adversely affected, efforts to expand processing and manufacturing of wood products, and diversification of economies primarily dependent on lumber resources.
- On solid waste, ''The federal government must play a lead role in making recycling and re-use economically attractive.''

Clinton would use a ''carrot-and-stick'' approach to encourage reduction in the amount and toxicity of waste produced. Make manufacturers and importers pay more of the cost of disposing of their goods. Provide subsidies and tax incentives to favor use of recycled materials. Set up a system of credits to companies for recovering part of the waste generated by their products. Implement mandatory diversion of recyclable materials from landfills and incinerators.

- Clinton has called for reducing carbon dioxide emissions to 1990 levels by the year 2000.

## FOREIGN AFFAIRS

**Russia and the Commonwealth of Independent States** — Clinton supports measures to help the people of the former Soviet empire demilitarize their societies and build free political and economic institutions. This is an investment in our future security.

**South Africa** — We should help end violence in South African townships by aiding local structures that seek to mediate disputes.

We should insist that the South African government ''show the same zeal in prosecuting the perpetrators of the violence as it did in the past in pursuing the leaders of the anti-apartheid movement.''

We should relax remaining sanctions only as it becomes clearer that the day of democracy and guaranteed individual rights has dawned.

**China** — ''In China, the present administration continues to coddle aging rulers with undisguised contempt for democracy, human rights, and the need to control the spread of dangerous technologies.'' We should condition favorable trade terms on substantial improvement in China's human rights record.

**Israel and the Middle East** — Clinton sees the root cause of troubles as the refusal of the Arab nations to recognize Israel's sovereignty and her right to exist. Lasting peace can be achieved only if an agreement speaks to the legitimate security concerns of all states involved.

Clinton favors continuance of military and economic assistance to Israel. He supports the extension of $10 billion in housing loan guarantees.

## NATIONAL DEFENSE

**Restructuring our Military Forces** — ''As president, Bill Clinton pledges to maintain military forces strong enough to deter and when necessary to defeat any threat to our essential interests.''

**Substantial Reduction in Forces** — This can be achieved because of the decreasing Soviet threat. Our allies should shoulder more of the defense burden.

**More Flexible Mix** — Reduce our nuclear arsenals through negotiations, but maintain a survivable nuclear force. Maintain our technological edge. Shift intelligence agencies from ''military bean-counting'' to more sophisticated understanding of political, economic, and cultural conditions. A prudent slowdown in strategic modernization (halt production of B-2 bomber)

**Weapons of Mass Destruction** — Clamp down on countries and companies that sell these technologies.

# EXECUTIVE COUNCIL

## Action urged to abort flight of aerospace industry

By John R. Oravec

The vitality of America's aerospace industry — with its 1.3 million decent-paying, high-skill jobs — is being threatened by government trade policies and private trade agreements, the Executive Council warned.

It called for the immediate government action to retain the critical aerospace technologies, skills and jobs in the United States.

By generating a $29-billion trade surplus last year through the export of aircraft and components, the aerospace sector was the nation's foremost manufacturing trade account. It is one of the few remaining high-technology industries in which the United States is still a world leader.

But an increasing amount of U.S. aerospace work is being subcontracted, licensed and sold outright to overseas competitors, the council noted.

The principal beneficiaries are Taiwan, Japan, South Korea and China, where the governments are helping to develop dynamic aerospace industries.

"Meanwhile, the government-subsidized European Airbus consortium continues to gain market share at the expense of U.S. production," the council said.

The high technology employed by the aerospace industry generates advance research and development in numerous other products — ranging from computers to specialized machine tools to exotic alloys — that are essential to the growth of the U.S. economy.

"Losing leadership in aerospace would mean losing leadership in these and other industries that are so vital to the country's future," the council declared.

The long-term impact on the U.S. economy with the loss of future technological development would be devastating, the council cautioned. All three of the nation's aerospace giants — Boeing Co., McDonnell Douglas Co. and General Dynamics Corp. — are involved in production operations overseas.

"The most serious and immediate threat comes from McDonnell Douglas," the council said. "Vowing to become the world's 'low-cost producer of commercial aircraft,' the company is seeking to sell 40 percent of its commercial business to the Taiwan Aerospace Corp."

That move would quickly transform Taiwan into the world's third-largest producer of commercial jets, after the United States and Europe. The council said a large volume of commercial and defense contracts has already created a formidable aerospace industry in Taiwan, where workers earn less than half of the U.S. industry's pay rate.

McDonnell Douglas MD-82 commercial jets also are being produced in China, where oppressed workers earn about $65 a month.

Similarly, Boeing is subcontracting billions of dollars of work to South Korea even as tens of thousands of U.S. aerospace workers are jobless, the council pointed out.

"Meanwhile, Japanese trade policies have forced Boeing to subcontract billions more dollars worth of sophisticated work to that country in exchange for a share of the Japanese Commercial aircraft market."

At the same time, the council said, the U.S. government is promoting the transfer of technologies to Japan linked to the manufacture of the General Dynamics F-16 fighter, as well as to Korea for the production of the McDonnell Douglas fighter.

Keyed to the preservation of the U.S. edge, the council voiced support of the Industrial Revitalization bill introduced in the House by Reps. Richard A. Gephardt (D-Mo.) and Barbara Boxer (D-Calif.). The proposed bill would provide a $1 billion loan guarantee fund to help U.S. firms compete on equal footing with the subsidized European Airbus.

The council also backed Senate Resolution 234 that calls for a comprehensive review of the government's aerospace policy with the aim of initiating programs to keep the U.S. industry competitive in the world market.

## Bush scheme to sell public works assailed

The Bush administration has launched an insidious attack on the nation's social compact with a scheme to sell off essential public facilities and services, the Executive Council charged.

Citing an April 30 presidential executive order, the council warned that state and municipal properties — highways, airports, mass transit systems, ports, hospitals and schools — could be auctioned off to private groups.

"For generations, the purpose of these facilities had been to serve the public interest rather than to generate private profit," the council noted.

Yet, under the Reagan and Bush administrations, America has been hit by an unprecedented erosion of the infrastructure and public services. At the same time, there has been "a push to privatize what should remain public property," the council stressed.

The council accused both administrations of employing hypocritical tactics. It observed that although President Bush signed the 1991 Transportation Act, which would provide record funding levels for all modes of surface transportation, he slashed funds for every transit program in his fiscal 1993 budget.

And now this executive order contravenes the Transportation Act, telling agencies to withhold federal funds for mass transit grants unless recipients include privatization projects in plans.

The council called on Congress, state and local officials to guard against the sell-off of vital public facilities. "Privatization, contracting out, prison labor and other policies that threaten public employment" represent a dangerous trend, it warned.

Steve Yarmola/AFL-CIO News

**Charles Lewis,** director of the Center for Public Integrity, told the Executive Council that his organization is following numerous leads in investigating official misconduct and breaches of ethics.

### Union retirees supported

In other action, the Executive Council amended rules for state and local AFL-CIO central bodies to foster the growth of union retiree groups throughout the country.

These organizations — with the support of national, international and local unions — are an emerging and respected force in their communities, the council said. To supplement these programs, union retirees will be accorded a formal place in the AFL-CIO structure.

"Union retirees today, and in the future, will continue play a vital, important and welcome role in achieving the goals of the labor movement and the programs of its affiliates."

The council outlined a three-part program to foster the development of the groups by:

- Assisting in the focus of power of union-sponsored retiree organizations.
- Coordinating their activities when such coordination in necessary and desirable.
- Offering membership to organizations for retirees where the program is not currently operating.

The program calls for the establishment of state and local retiree councils, as well as at-large retiree clubs.

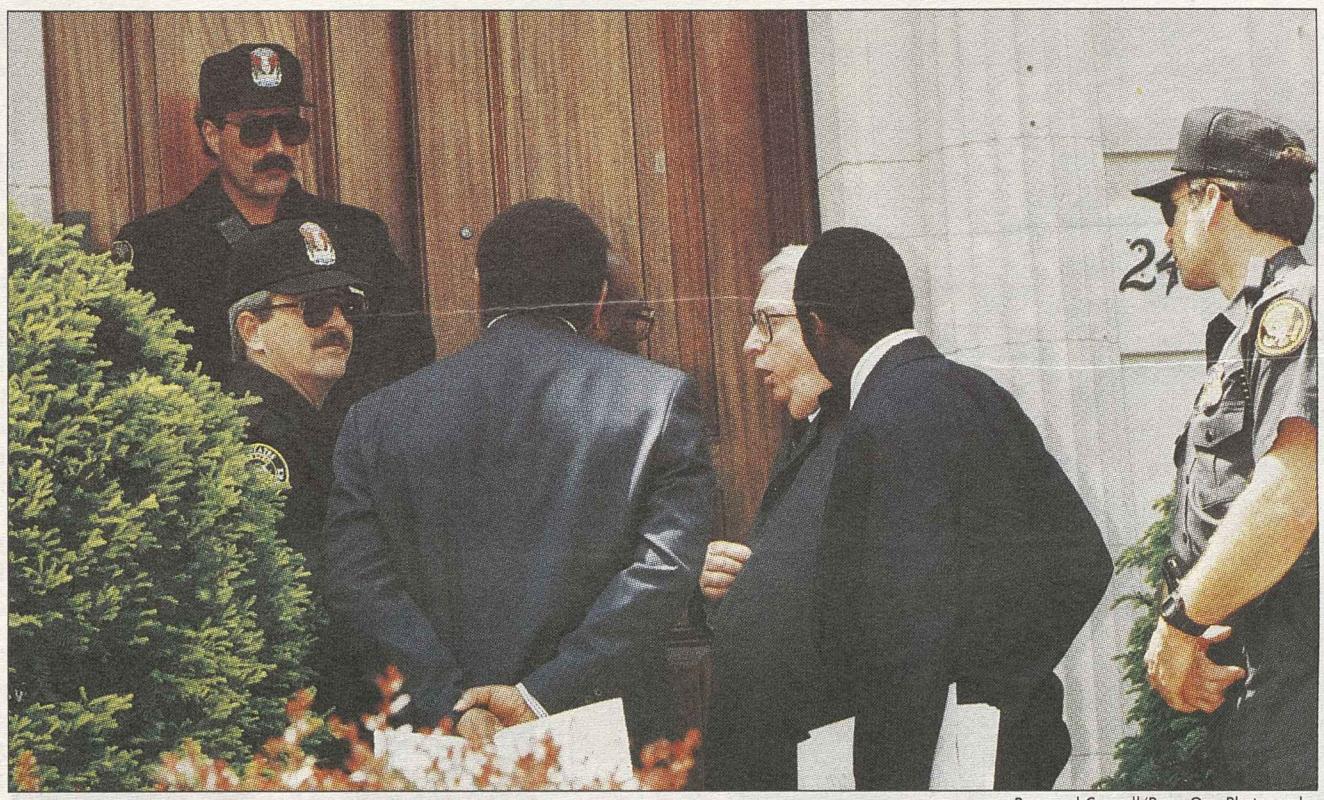
### Boost for United Way

The council also reaffirmed its support for United Way operations, stressing that the agency remains "the most reliable and cost-effective way for union members to help their neighbors in need."

The council encouraged affiliates and their members to continue their contributions to local United Way efforts. Union volunteers "should review local policies of United Way boards and committees" to insure that the voluntary welfare agency continues "as the most efficient way to fund vital community services."

Noting changes in the structure of the national organization made by the board of governors, the AFL-CIO called on state and local labor organizations to urge continued local support for the national United Way of America.

- The council also approved the merger of the Leather Workers with the Office and Professional Employees, effective Feb. 3. The merger leaves the federation with 88 affiliates.



Raymond Crowell/Page One Photography

**Surrounded by uniformed** Secret Service agents, Bricklayers President John T. Joyce (right) and Washington Metropolitan AFL-CIO President Joslyn Williams discuss strategy after the Malawi ambassador refused to meet with their entire delegation. Looking on are Enock Chihana (right foreground) and Henry Chiwaya.

# Council condemns Malawi tyranny

**By James B. Parks**

The AFL-CIO strongly condemned the Malawi government's detention of union leader Chakufwa Chihana, then marched on at the Malawian Embassy in Washington to demand his immediate release.

Citing Malawi's highly repressive policies under President Hastings Banda, the federation's Executive Council urged the U.S. and other governments to withhold economic assistance to Malawi until Chihana is released, political repression ends and current anti-democratic policies of the government are reversed.

To reinforce that message, more than 300 trade unionists and human rights activists marched in front of the Malawian embassy May 6 calling for the release of Chihana, who heads the Southern African Trade Union Coordination Council.

A four-member delegation — Bricklayers President John T. Joyce; Washington Metropolitan AFL-CIO President Joslyn Williams; Chihana's son, Enock; and Henry Chiwaya of the Malawian Democratic Action Committee — tried to deliver a copy of the council resolution to the Malawi ambassador, but was rebuffed. The ambassador refused to see anyone but the lone white member of the delegation, Joyce, who declined to meet the ambassador without the others.

"The winds of change are moving throughout southern Africa," Joyce told the marchers. "The time for freedom in Malawi is now."

In Malawi, 38 people were reported dead after unprecedented protests and riots in the country's two largest cities, according to wire service reports.

The protests, demanding political reform and equitable wages, grew out of a labor dispute in the southern city of Blantyre. The riots erupted May 6 when strike supporters began burning the ruling party headquarters and ripping down flagpoles erected for Banda's birthday.

Enock Chihana said his father "has been fighting to protect the unprotected, the rural poor who are exploited and repressed by repressive regimes."

Malawians need international support to "change the system. . . This is an outcry for freedom of press, speech and association: please help us," he said.

"Brother Chihana, who already has spent six years in prison, and other trade unionists have been at the center of Malawi's movement for democracy," the council said. "This is why the government has held them without charges since April 6, 1992." Chihana was jailed for six years in the 1970s and additional time in exile in his unrelenting push for worker rights in Malawi.

The federation pledged to work with the International Confederation of Free Trade Unions to press for an end to all violations of human, political and trade union rights in Malawi. It also called on the United Nations and the International Labor Organization to maintain pressure for the unconditional release of those being detained.

The AFL-CIO also announced it will press the U.S. Trade Representative to deny Malawi the trade advantages available to developing nations under the Generalized System of Preferences.

The Executive Council actions are part of an international effort against Malawian oppression. An ICFTU delegation will visit Malawi this month in an effort to meet with Banda. The South African trade union federations, COSATU and NACTU, threatened to pressure their government, one of Malawi's major trading partners, to suspend trade unless Chihana is released. Kenya's COTU has demanded Chihana's release and declared in a letter to Banda that Malawi will not "escape the trend towards a better and more human society."

# AFL-CIO urges multinational conduct codes

Applauding responsible international corporate activity by Levi Strauss and Co. and Sears Roebuck, the AFL-CIO Executive Council urged other U.S. multinational corporations to adopt codes of conduct for business overseas.

"The Levi Strauss and Sears Roebuck policies reflect an awareness that U.S. consumers judge corporations not only by their words and their ad campaigns, but also by their deeds," said the council.

Levi Strauss terminated its relationship with the Tan Co., which supplied Levi's Dockers slacks, following complaints from the Department of Labor that Tan was violating the rights of Chinese workers at its factories in Saipan, a U.S. protectorate.

Sears, responding to a campaign by the Clothing and Textile Workers, agreed to monitor its foreign suppliers closely to make sure the company wasn't buying or marketing goods made by forced labor in China.

"The AFL-CIO calls on other U.S. retailers, manufacturers and corporations that import merchandise to adopt similar codes of conduct for their business overseas," the council said. "With strong codes of conduct, U.S corporations would send the message that the rights and dignity of working people will not be compromised in the pursuit of bottom-line profits."

In order for the codes of conduct to be effective, the council added, companies must constantly monitor their suppliers to make sure all workers' rights are observed and sever ties to those who violate these rights.

While recognizing that voluntary codes of conduct are not a substitute for effective government enforcement of international labor standards, the council pointed out that, "with strong codes of conduct, U.S. corporations would send the message that the rights and dignity of working people will not be compromised in the pursuit of bottom-line profits."

The council noted that "the European Community has established such standards for its member countries, and the AFL-CIO calls for protection of workers' rights to be an integral part of a North American Free Trade Agreement and other international agreements."

# Unions post impressive organizing gains

**By Candice Johnson**

Unions have made a number of organizing gains so far this year, in industries ranging from health care and education to mining and manufacturing, a report to the AFL-CIO Executive Council said.

Service Employees President John J. Sweeney, who heads the council's committee on organizing, outlined several successful campaigns by affiliates. He reported, among other drives, on SEIU's organizing victory among 1,800 nurses at Miami's Jackson Memorial Hospital, which put the union over the 1 million-member mark.

Highlights of other organizing victories included:

- An overwhelming vote for representation by the Teachers among 996 workers at the University of Medicine and Dentistry in New Jersey. The AFT last year organized nearly 700 registered nurses at the same university.
- A Steelworkers win among workers at Golden Crest Nursing Home in Hibbing, Minn.
- In a rerun election (the first vote ended in a tie), miners at Buck Creek Mining in Indiana voted 45-38 to join the Mine Workers.
- The Retail, Wholesale and Department Store Union won a representation election covering nearly 700 workers at a second Choctaw Maid poultry processing plant in Mississippi. A December 1990 election was lost by fewer than 70 votes.
- Communications Workers Local 7707 is working to spread the CWA message "wall to wall" at U.S. West in Fort Collins, Col., with an election in the marketing department adding 70 new union members to the 455 already represented by the local.
- The Government Employees won an election among 400 professional and support at the Federal Emergency Management Agency, where AFGE now represents 882 workers.

Other organizing gains this year include an AFSCME win among registered nurses and health care workers in Iowa; a Laborers' victory at Unitek Environmental Services Inc., in Honolulu; and a successful Machinists campaign at Enterprise Corrugated Container Corp. in Saddlebrook, N.J.

Sweeney outlined the initial work of the "elected union leaders task force on organizing," which was established this year by the AFL-CIO Organizing Institute. The task force has held meetings in Chicago, Boston and Baltimore to evaluate organizing approaches and determine what strategies can best work in the 1990s.

The institute also has expanded the schedule for the three-day recruitment and training session to twice monthly, in order to meet growing participation in the program. Three-day sessions will be held in Austin, Texas; Chicago; Albuquerque, N.M.; Atlanta; Los Angeles; San Francisco; and Washington.

# 'Cinco de Mayo' time to renew Mexican links

The AFL-CIO marked Cinco de Mayo, the celebration of Mexico's independence and democracy in 1862, with a pledge to continue U.S. labor's support for Mexican working families in their fight for better lives.

The council cited the strong, historic ties between Mexican and American workers, noting that Samuel Gompers had led the AFL in support of Mexico's emerging independent labor movement.

As part of this tradition, "the AFL-CIO continues its commitment to support of Mexico's workers as they struggle to improve wages and conditions for all workers, to secure better lives for their families, to fight economic exploitation by employers on both sides of the border and to strengthen the economic, social and political institutions of their great nation," the council said.

# Unions blister Bush hypocrisy on Beck order

President Bush is playing "petty politics" with his executive order on the 1988 Supreme Court Beck decision, the AFL-CIO Executive Council charged.

The president's order and his directions that the Labor Department impose new financial reporting requirements on unions are "a hypocritical solution in search of a problem that does not exist," the council said.

Ironically, these changes have been proposed while the White House has extended its moratorium on new federal regulations. "Clearly, the president and his right-wing friends want deregulation and paperwork reduction for themselves only. For those who disagree with their politics, there is only regulatory harassment," it added.

The executive order calls on federal contractors to inform agency-fee payers — those who decline to join the union but are covered by union security contracts — that their agency fee can be reduced if they object to the union's political activities.

But the president has never acted to inform workers of their right to form unions and bargain collectively under the National Labor Relations Act, the council pointed out. Instead, this order focuses "on informing agency fee payers of their right to be a free rider who takes union-won benefits without paying full dues."

This one-sided approach was intended to satisfy the far-right elements of the Republican party, who "have long sought a stick with which to beat unions, and that's what the President gives them."

Unions already account to their members and the government by filing full financial reports, the council noted. They also inform workers covered by agency fee agreements of their objection rights, provide accountings of their expenditures and make appropriate dues reductions for objectors. And the vast majority of agency fee payers don't object to the use of their fee to improve the status of working families.

The Labor Department's proposed revisions to these recordkeeping and reporting procedures impose burdens on unions "far beyond those imposed on other non-profit organizations" and far exceed "anything called for by the court decisions the president invoked," it said.

Following the executive order, the National Labor Relations Board announced it will propose an interim rule on accounting, notification and other issues related to the Beck decision.

Chuck Frost/Carpenters

**Tri-State Labor** Coalition members representing the building trades from New Jersey, Pennsylvania and Delaware protest Du Pont Co.'s relationship with the notorious union-busting contractor, BE&K, Inc. of Birmingham, Ala. The group, rallying outside the company's annual stockholder's meeting, were joined by the Rev. Jesse Jackson, who spoke to the stockholders on behalf of the unions.

# Louisiana nears vote on 'fair share'

The Louisiana AFL-CIO is dueling the National Right-to-Work Committee in the halls of the state legislature, where a bill that would allow unions to negotiate "fair-share" agreements with employers is expected to come up for a vote in late May.

The Louisiana initiative is one of several around the country that seeks to address the inequity of a union being required by federal law to represent everyone in a worksite, yet forbidden by a state "right-to-work" law to collect a fee for the costs incurred in that representation.

William Wynn, president of the Food and Commercial Workers, reported to the AFL-CIO Executive Council on the initiative in Louisiana and elsewhere.

"The feeling is that we should fight the right-to-work forces however we can, even in these more limited cases," Wynn told the council. Wynn chairs the council's committee on restrictive legislation.

He reported that North Dakota, for example, is working on legislation that would allow unions, despite the state's "right-to-work" law, to charge for handling of a grievance, arbitration or other process in which the union incurs an extraordinary cost on behalf of a free rider who takes the benefits of union membership but contributes nothing to the union.

Louisiana's Democratic Gov. Edwin Edwards has promised to sign the "fair share" legislation if it passes.

Wynn said labor in Louisiana is up against an exceptionally well-financed right-to-work business lobby. The council also authorized AFL-CIO President Lane Kirkland to appeal to affiliated unions to assist in the effort.

## *Workers' comp reversal sought*

**Baton Rouge, La.**

Delegates to the Louisiana AFL-CIO convention urged the state legislature to reverse a new workers' compensation law that will reduce benefits by $750 million.

The convention re-elected President Victor Bussie and Secretary-Treasurer John Bourg. Bussie, who has headed the federation since 1956, was re-elected without opposition. Bourg was elected to his third term.

Delegates condemned the workers' compensation law as "substandard benefits while health care providers reap huge profits from excess charges to employers."

Democratic Gov. Edwin Edwards told the convention he supports legislation to provide for "fair share" payments from non-members in Louisiana, a right-to-work state.

Delegates passed convention resolutions endorsing labor's agenda on national health care reform, workplace fairness, prevailing wages and an overhaul of the unemployment insurance system.

Other speakers included Sen. John Breaux, Rep. Jimmy Hayes, Attorney General Richard Ieyoub, Lt. Gov. Melinda Schwegmann, Insurance Commissioner Jim Brown, and State Sen. Samuel Nunez.

# Tentative IBT contract bans car-haul double-breasting

Leaders of 84 Teamsters locals overwhelmingly approved a tentative national car-hauling contract, clearing the way for a mail-ballot ratification vote by the more than 16,000 IBT members under the agreement.

The proposed settlement would provide "job protections by prohibiting any future double-breasting by car-haul companies," the union said.

A wage package of four hourly pay increases, the first retroactive to June 1991, and improved employer contributions to the health and pension funds are included in the proposal.

The pending settlement, which would run through May 1995, would replace a national contract that expired last May 31. The ratification votes will be counted May 21-22, the union said.

Two earlier proposals with the car-haul industry were rejected last year because of takeback demands by the car haulers — the first by local leaders in September and a so-called "final offer" by an overwhelming 74 percent vote of the union's car-haul membership in December.

When contract talks resumed in March, the union's bargaining team was headed by newly installed IBT President Ron Carey.

The central issue in the negotiations was the demand by the parent companies that IBT members accept contract concessions to compete with the non-union subsidiaries.

The major carriers, under the umbrella of the National Automobile Transporters Association, also sought to deal with each local on any aspect of the contract in demanding further concessions, including retirement and health care benefits.

Major companies that had set up double-breasted operations are Ryder Systems, Leaseway Transportation, Allied Systems, Jupiter Transportation, Jack Cooper Transport and E & L Transport.

Ryder, which controls 40 percent of the nation's car-haul business, was the immediate focus of an IBT corporate campaign to generate broad public support for the union's collective bargaining goals.

In remarks to the AFL-CIO Executive Council May 6, Carey credited the support of other unions and civic allies in convincing the car-haul companies to settle.

The master agreement covers drivers, mechanics and yard and office employees of the association's member companies. The union said further details of the new proposal would be available after local car-haul members review the provisions of the tentative accord.

# Safe Jobs NOW 'best memorial for workers'

By Sharolyn A. Rosier

Workers in more than 100 sites across the country marked the fourth annual Workers Memorial Day with marches, rallies, moments of silence and dedication ceremonies.

In Springfield, Ill., AFL-CIO President Lane Kirkland declared that the Illinois Workers Memorial he dedicated "will serve for years to come as a reminder that only our vigilance and activism can assure safe and healthy jobs for all Americans."

Workers around the country paused in their jobs for a moment of silence and then joined in postcard signings urging Congress to pass Occupational Safety and Health Act reform legislation. Other activities included in-school occupational safety and health programs, conferences and legislative action committee meetings with members of Congress.

Labor had a pointed Workers Memorial Day message for the Bush administration and business interests that oppose reform of the outdated OSH Act and passage of the construction safety act. That message was delivered in a stirring rally attended by more than 1,000 people at the U.S. Capitol.

AFL-CIO Secretary-Treasurer Thomas Donahue said passage of the OSHA reform bill would be "the greatest memorial of all" to workers who continue to die to make a living. "The real dilemma is that OSHA will never inspect most workplaces because at their current rate of inspection it would take them over 84 years to inspect every work site."

Sponsors of the reform legislation, Sens. Edward Kennedy (D-Mass.) and Howard M. Metzenbaum (D-Ohio) and Rep. William Ford (D-Mich.) asked workers to tell Congress in no uncertain terms that they want and need "Safe Jobs Now."

"The great progress of this nation will not be achieved with the lives of America's workers," Kennedy vowed. "We said no to that in 1970 and we're saying no to that in 1992."

Ford blamed the president for creating legislative gridlock by vetoing bill after bill that had been passed by majorities in both houses of Congress.

The same fate could befall the OSHA bill if unions do not rally support for the measure and get enough members of Congress to back the legislation, Ford added.

Communications Workers President Morton Bahr noted that OSHA recently denied a union petition for a regulation to control ergonomic hazards in the workplace. The administration wants to "study it and study it" while workers continue to die on the job every day, he said.

Also speaking at the rally was Jack Eilar, whose son, Stephen, died last September when he was crushed by a power press at an Ionia, Mich., auto parts manufacturing plant.

"George Bush must start taking care of business in the United States," Eilar said. "Congress needs to pass this legislation, and they need to do more than that. They have to start emphasizing worker safety."

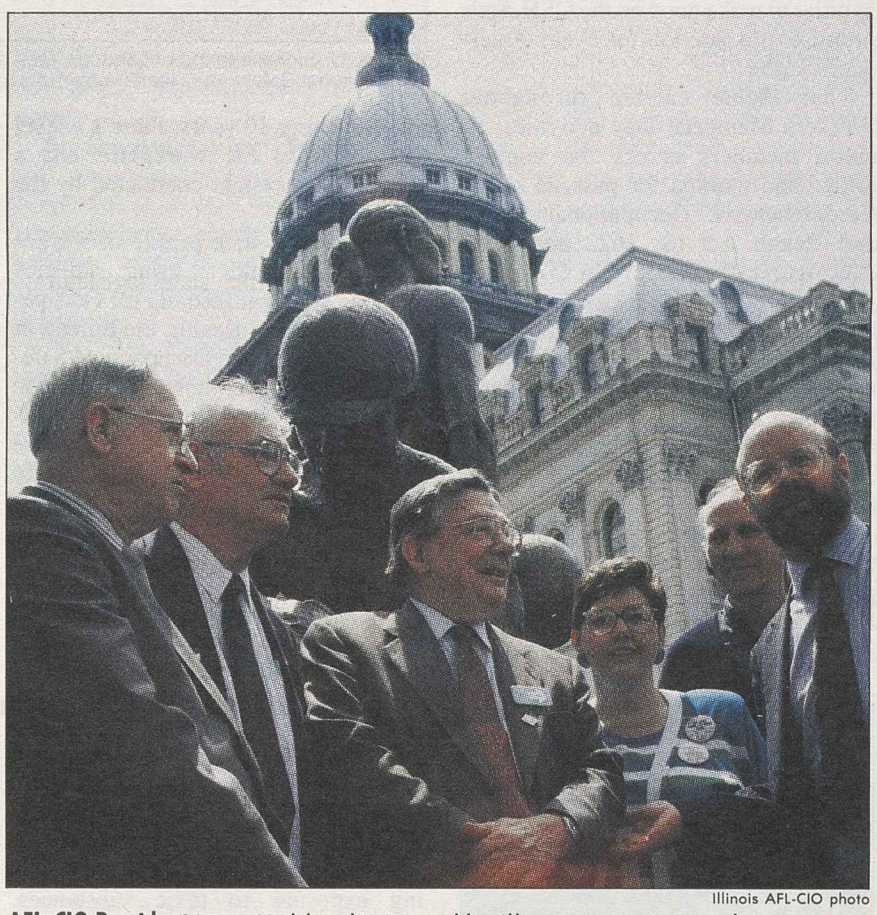
In Hamlet, N.C., survivors of the fatal fire at the Imperial Food chicken processing plant last September, were joined by thousands of trade unionists and community activists as they marched to their former worksite carrying a banner declaring: "Never Again! Justice for Imperial Food Workers! Organize the South!"

Trade unionists came from as far away as New York and Massachusetts to show their solidarity with the workers.

"We've got to do something like this because workers' rights and safety have gone out the window," said Bill Ryan of Electrical Workers Local 201 in Lynn, Mass. Thirty-three people traveled with Ryan to the march.

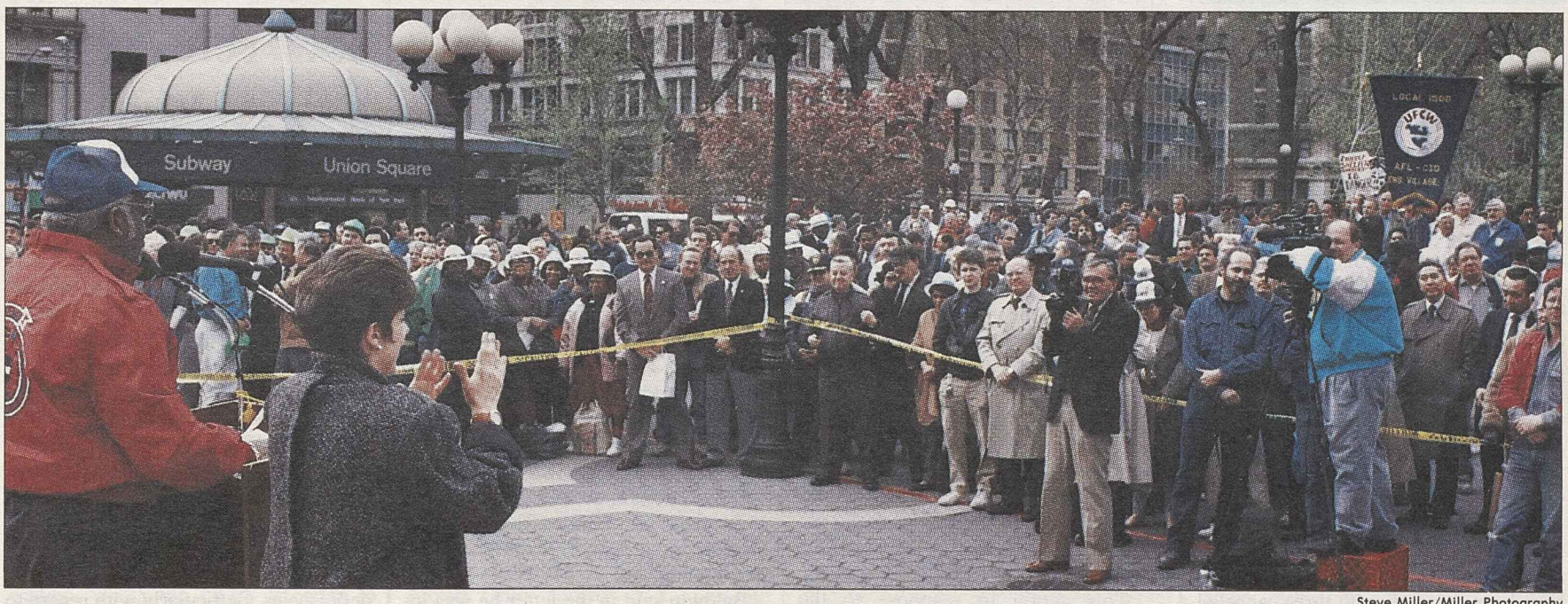
Bill Burke/Page One Photography

**At a Capitol Hill rally,** AFL-CIO Secretary-Treasurer Thomas R. Donahue calls on Congress to adopt OSHA reform.



Illinois AFL-CIO photo

**AFL-CIO President** Lane Kirkland is joined by Illinois unionists and supporters at the dedication of the Workers Memorial in Springfield.




Steve Miller/Miller Photography

**Food and Commercial** Workers Local 888 President Jim Lucas was among the speakers rallying thousands for "Safe Jobs Now" in New York City.

# Statistics paint grim picture on job safety

**Continued from Page 1**

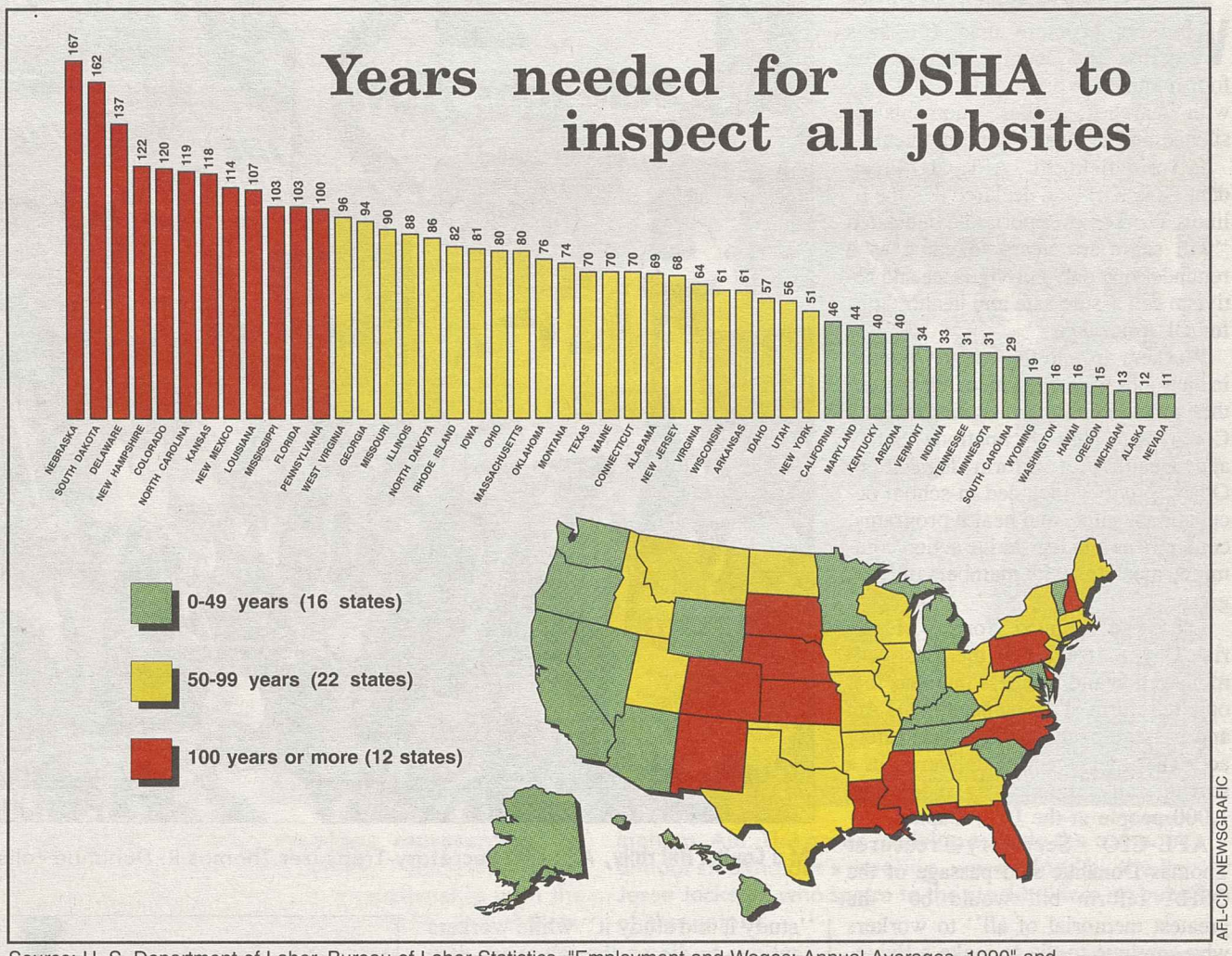
missioner of labor, John Brooks, said after the fire that he had never heard of the company, Imperial Food Products, which since has closed its other facilities and gone out of business. Brooks was defeated in the Democratic primary May 5 in his bid to retain his post.

Even the best states would need more than 10 years at current rates for its inspectors to get to each jobsite. Nevada, at 11 years, rates the best, followed by Alaska at 12 years, Michigan at 13 years, Oregon at 15 years and Hawaii and Washington at 16 years.

"The statistics outlined in this report...most starkly reveal a lack of commitment, attention and resources being devoted to worker safety and health, with workers paying the price with their lives and limbs," the report's introduction noted.

While the safety and health of American workers has been improved by the passage of the Occupational Safety and Health Act, the report concluded, "the nation's workplaces are still far from safe. Job safety problems are receiving too little attention from both the federal government and the states."

"It is time for Congress to update and strengthen the original OSH Act and to provide adequate funding and resources in order to make good on the OSH Act's promise of a safe job for every American worker."




Source: U. S. Department of Labor, Bureau of Labor Statistics, "Employment and Wages: Annual Averages, 1990" and Occupational Safety and Health Administration data on worksite inspection frequency.

That theme carried throughout Workers Memorial Day activities, as union members across the country rallied and worked for passage of the Comprehensive Occupational Safety and Health Act (S. 1622 and H.R. 3160) currently pending in Congress.

Among other improvements, Donahue noted, the legislation's requirement for workplace safety and health committees would give workers a voice in their own safety, and would empower workers to bring unsafe and unhealthy conditions to the employer's attention for correction.

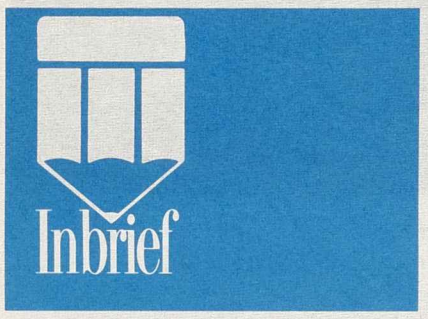
"That's essentially what we're trying to do under the OSHA reform bill —to put in place a system of safety and health activity at the workplace so that if the OSHA inspector is only showing up once every 10 years, there's a level of activity in the workplace and a system of oversight conducted by the employees."

The state-by-state profile of worker safety and health — using statistics from the National Institute for Occupational Safety and Health, the Bureau of Labor Statistics, the Occupational Safety and Health Administration and the Dayton Daily News — compared workplace injuries and illnesses; workplace fatalities; numbers of workplace safety and health inspectors and inspections; length of time it would take for each workplace to be inspected once; and average and median penalties paid by employers after incidents resulting in serious injury or death.

The grim statistics emerging from the AFL-CIO study show the pressing need for legislative reform. Among the findings:

- The combined state and federal commitment to workplace safety and health amounts to just $3.80 per worker.
- Federal OSHA has fewer than 1,000 inspectors — and the states have a similar number — to inspect nearly 6 million worksites.
- The median penalty paid by an employer during the years 1972-1990 after an incident resulting in the death or serious injury of a worker was just $480.
- Connecticut ranked the best in workplace fatality rates for the nine-year period from 1980 to 1988, at 1.9 per 100,000 workers, followed by Massachusetts (2.4) and New York (2.5).
- Alaska's fatality rate for the period 1980-1988 was the worst, at 33.1 per 100,000 workers. Also at the bottom were Wyoming (29.5) and Montana (21.6).
- Arizona, Maine, Ohio, Pennsylvania and Tennessee levy the highest median penalties after serious incidents, while Connecticut, Maine, Ohio, Pennsylvania and Texas levy the highest average penalties.
- Utah assesses the lowest penalties of all states in both categories after serious incidents.

**— Colleen M. O'Neill**




## Moratorium extension threatens standards

Despite protests from organized labor, environmentalists and safety and health experts, President Bush April 29 signed a 120-day extension of his regulatory moratorium.

The original 90-day freeze had expired one day previously.

The AFL-CIO contends that worker safety and health is compromised by delayed rule-setting and relaxed regulation and enforcement, which the administration says will aid businesses by cutting down on unneeded rules.

Two public advocacy groups — OMB Watch and Public Citizen — released a study April 27 showing 49 health, safety and environmental rules are affected by the ban. Of those, 43 have been delayed, with three canceled and three issued in weakened form.

In conjunction with the moratorium, the Office of Management and Budget recently asked the Occupational Safety and Health Administration to undertake a cost-benefit analysis on a rule regarding exposure to toxic substances. Despite the clear precedent of the Supreme Court cotton dust standards decision outlawing such analysis for safety and health regulations, OSHA eventually complied with OMB's request.

The proposed rule and attendant analysis is expected to be released shortly.

## OSHA takes first step against N.C. plan

OSHA announced April 24 that it is taking preliminary steps toward withdrawing approval from the North Carolina job safety plan.

N.C. Commissioner of Labor John Brooks was told in an April 24 letter from Acting OSHA Administrator Dorothy Strunk that the state has 45 days to show why the action should not be undertaken. Brooks characterized the move as a political ploy.

"This action in response to the September 1991 AFL-CIO petition to withdraw the plan confirms that North Carolina is failing to protect the safety and health of its workers, and that the state plan should no longer be allowed to operate," said Peg Seminario, director of Occupational Safety and Health for the AFL-CIO.

"We call upon OSHA to provide a substantial number of federal compliance officers in North Carolina to ensure that vigorous enforcement activity takes place while the withdrawal proceedings go forward," she said.

If proceedings are initiated after the 45-day period, the agency will publish a formal notice of proposed withdrawal in the Federal Register.

## Lies followed blast, Phillips worker says

An employee of Phillips Petroleum Co. has alleged he and other workers were told to lie to government inspectors on the scene after an October 1989 explosion killed 23 people at a Pasadena, Texas, plant.

Dale Baldwin, an assistant fire chief at the plant, sent Phillips Chairman C.J. Silas a 10-page letter in March outlining the charges.

Baldwin said in the letter he was instructed to lie if necessary to protect the company, and to be less than forthcoming about safety problems in the facility before the accident, in which 120 were injured.

Both Phillips and OSHA are investigating the charge. The company paid $4 million to the government last August to settle other charges stemming from the explosion.

## OCAW, BCTD challenge chemical safety rule

The Oil, Chemical and Atomic Workers and the AFL-CIO Building and Construction Trades Department followed the Steelworkers' lead, filing suit against OSHA's chemical process safety standard, published Feb. 24.

The Steelworkers had filed a challenge March 2 in the U.S. Court of Appeals for the Third Circuit. OCAW filed suit April 10 in the Tenth Circuit, but then requested its petition be transferred to the Third Circuit. That request has been granted, court officials say. Meanwhile, the BCTD filed April 21 in the U.S. Court of Appeals for the D.C. Circuit.

Union safety and health officials say the long-awaited standard still has some deficiencies, particularly with regard to worker training and hazard analyses.

# UNION NEWS

## Solidarity starts cycle for APALA

By Sharolyn A. Rosier

Meeting amid uprisings resulting from the Rodney King verdict in Los Angeles, Asian Pacific American trade unionists from around the country banded in solidarity at the founding convention of the Asian Pacific American Labor Alliance.

Noting the historic role of labor to bring people together, Kent Wong, a Los Angeles trade unionist who was elected president of the organization, led many of the 500 delegates on a march to the Justice Department, where they joined other trade unionists and African-American clergy to call for federal action on the civil rights aspects of the Rodney King case.

Kent Wong

"As we organize Asian Pacific American workers, APALA must also take on the responsibility to bridge communication between the labor movement and the Asian Pacific American community," Wong said.

Delegates also elected May Chen, first vice president; Norman Ahakuelo, second vice president; and Pat Lee, secretary-treasurer. Thirty-seven delegates also were elected to the Executive Board.

AFL-CIO President Lane Kirkland, addressing the delegates, emphasized APALA's ability to augment the labor movement's struggles.

"You can help us educate union members and the public at large that the fight to keep good jobs here in this country is not a fight against the workers of other nations, but rather a battle against the financial elites who profit from the debasement of wages and working conditions the world over," he said.

Union presidents Jay Mazur of the Ladies' Garment Workers Union and Moe Biller of the Postal Workers, Secretary-Treasurer Richard W. Cordtz of the Service Employees and AFL-CIO Civil Rights Director Richard Womack joined the march from the convention floor to the Justice Department one mile away. Mazur, who led the AFL-CIO Executive Council Committee in setting up APALA, also spoke to the convention.

The convention adopted a constitution and set up a structure for a national headquarters in Washington with local chapters throughout the country.

APALA also honored seven Asian Pacific American labor pioneers: Sue Kunitomi Embrey of the Teachers, Morgan Li Kung Jin of the Newspaper Guild, Ah Quon McElrath of the Longshoremen and Warehousemen, Art Takei of the Food and Commercial Workers, Philip Vera Cruz of the Farm Workers, George Wong of Graphic Communications and Karl Goso Yoneda of ILWU.

Delegates passed resolutions decrying Wal-Mart's exploitive employment practices and the exclusion of the 2,000 workers at the Ward's Cove cannery in Alaska from the 1991 Civil Rights Act. Delegates also voiced concern over a trend toward Asian-bashing in the United States.

"Wal-Mart pays its employees substandard wages and, while claiming to Buy American, actually imports 30 percent of its goods from overseas, including other countries that employ child labor," the convention resolution stated.

The convention noted that the "current recession and trade conflicts between the U.S. and Japan have been accompanied by racially charged Japan-bashing, which has in turn generated racial hostility toward Asian Pacific Americans."

"We in the United States know very little about Asians," Sen. Daniel Inouye (D-Hawaii) told the convention. "On the other hand, Asians know very little about Pacific Americans. You're in a position to bridge that gap."

NBC News reporter Ann Curry echoed those sentiments. "America hasn't achieved Martin Luther King's dream — to judge people by the content of their character and not by the color of their skin. Therefore, communication among all races — Asians, Pacific Americans, African-Americans, Caucasians, Hispanics — is essential."

Delegates also participated in workshops on civil rights and immigration, organizing, international solidarity and trade, and increasing Asian Pacific American participation in unions.

Bill Burke/Page One Photography

**AFL-CIO President** Lane Kirkland addresses founding convention of the Asian Pacific American Labor Alliance.

## Pilots, USAir gain tentative four-year pact

By Candice Johnson

The Air Line Pilots have reached a tentative four-year contract covering 5,500 pilots at USAir.

Provisions of the proposed contract will be presented to ALPA's USAir master executive council for a ratification vote May 13.

The agreement provides both short- and long-term cost-savings to the carrier, giving it the capability to take advantage of the opportunities for expansion developing in both domestic and international markets, ALPA said.

"At the same time, pilots will receive job security guarantees and industry-competitive compensation," said Captain Armen Janzen, who heads the union's USAir MEC.

USAir cut executive pay levels in January and is seeking a wage cut from its 24,000 non-union workers.

The parties had been negotiating since last fall, with little progress. Last month, USAir pressed the National Mediation Board to release it from further talks, claiming negotiations were "at impasse," but NMB continued the bargaining.

Talks are continuing between the carrier and the AFA — representing 8,500 flight attendants — and the Machinists, covering 8,300 mechanics.

### AFA, Horizon accord

In other airline bargaining, the Flight Attendants reached a tentative first contract with Horizon Airlines following five years of often turbulent negotiations.

The two-year proposed settlement will be presented to the carrier's 160 attendants for a ratification vote this month.

Attendants overwhelmingly voted to join AFA in 1987, yet little progress was made on a first contract, despite efforts by the NMB beginning in 1988.

AFA's charges that Horizon was engaged in bad-faith bargaining were upheld in 1989 by the federal district court in Portland, Ore., where Horizon's flight operations are located. Horizon has appealed that decision to the federal appeals court.

### Bias case settlement

Meanwhile, USAir agreed to a $1.8 million settlement in a case involving discrimination by Piedmont Inc., which merged with USAir in 1989, against minority candidates for pilot and flight attendant jobs.

A consent decree approved by a Labor Department administrative law judge will provide back pay awards of $150,000 for up to 92 flight attendant class members and $1.65 million to as many as 42 pilot class members rejected for jobs at Piedmont between 1984 and 1988.

The agreement also calls for pilot class members hired as part of the settlement to receive retroactive seniority in pay, benefits and furlough status, while attendants will be placed on a preferential hiring list, although those hired will not receive retroactive seniority.

## APWU settles USPS company union charges

The Postal Workers agreed to a National Labor Relations Board settlement of 66 unfair labor practice charges against the U.S. Postal Service and its Employee Involvement/Quality of Life program.

Under the terms of the agreement, the USPS will refrain from instituting any changes in the terms and conditions of employment of its employees represented by APWU as a result of bargaining with the Employee Involvement Committees.

USPS also has agreed to provide APWU with copies of the minutes of the EIC's meetings if the committees discussed matters that directly affect the wages, hours or working conditions of APWU-represented employees.

"This is another APWU victory in our ongoing struggle against company unions, which the USPS attempts to disguise as EI/QWL committees," said APWU President Moe Biller. "The NLRB has again upheld APWU's position that the USPS has used these programs as a vehicle for union avoidance and as a weapon for violating U.S. labor laws."

AFL-CIO President Lane Kirkland has defined improper employee improvement programs as those in which "the employer sits on both sides of the table" in setting up and running the committees.

The NLRB directed the Postal Service to post notices to employees throughout the country advising them that the USPS will stop using EI/QWL and other unilaterally established committees to interfere with APWU members' rights under the national agreement. Management will dissolve committees altogether in Littleton, Colo.; Akron, Ohio; Albany, N.Y.; Los Angeles; and Omaha, Neb.

In announcing the settlement, General Counsel Hunter said, "This settlement reflects the parties' recognition of each other's legitimate interests, as well as the interests of the other unions which represent USPS employees. It also permits the EIC process to continue without impeding upon matter reserved to APWU as the exclusive collective-bargaining representative of certain USPS employees."

The terms of the settlement will not interfere with the right of the USPS to establish EICs with other unions.

Biller said "as always, we maintain that management would be better off abiding by the national agreement, rather than attempting to deny workers their rights via the EI/QWL program."

The issue was raised last year that many aspects of the USPS's EI/QWL program are in violation of the ban on company-dominated committees.

## UNION YES MEDICINE CABINET

| UNION | COMPANY | ITEM |
|---|---|---|
| ICWU | Old Spice, Pierre Cardin, Cie, Blue Stratos, Grey Flannel, Niki de Saint Falle, L'Air du Temps, Maxim's de Paris, Watkins | Fragrances |
| | Old Spice, Pierre Cardin | After shave |
| | Cashmere Bouquet | Body powder |
| | Dermassage, Watkins | Body lotion |
| | Rapid, Palmolive, Colgate | Shave cream |
| | Colgate, Ultra Brite, Peak | Toothpaste |
| | Experience, Irish Spring, Palmolive Complexion, Palmolive Gold, Cashmere Bouquet, Vel Beauty Bar, Garden Bouquet, Pure & Natural, Zemo (medicated), Dove, Caress, Phase III, Shield, Lifebuoy, Lux, Pierre Cardin, Old Spice, Coleo Deodorant | Complexion bar soaps |
| | Breck, Halo, Sulfur 8-Gloss, Watkins | Shampoos |
| | Boraxo, Pink Luron, Cool Hand, M.D. 7, TMT. | Hand cleaners |
| | Trigesic analgesic tablets; Milk of Magnesia; Di-Gel; Chooz antiacid; Aspirin ascorbic acid tablets; Valadol aspirin substitute; Bristol-Myers Castor Oil, Regutol, Feen-a-Mint, Correctol laxatives; aspirins marketed under the names of Norwick, St. Joseph and Aspergum; Aftate medicated foot power; Musterole analgesic ointment; Solarcaine first aid spray and cream; Mexsana medicated powder and skin cream; Inhiston cold remedy; Duration nasal spray; Pepto Bismol tablets; Chloraseptic sore throat remedy | Non-prescription drugs |
| UPIU | Kimberly Clark (Comfortube, Fems, Kotex, Lightdays, New Freedom); Proctor & Gamble (Always); Scott Paper (Confidets) | Feminine napkins/tampons |
| | Kimberly Clark (Depend), Georgia-Pacific (Ensure), Proctor & Gamble (Attends), Weyerhaeuser (Dripride) | Incontinence products |
| OCAW | Dana Perfumes (Tabu, Ambush, Forbidden, Canoe, Herbissmo) | Fragrances |
| | Miles, Inc. (Alka-Seltzer Effervescent antacid, Alka-Seltzer Plus Cold Medicine, One-A-Day Within Vitamins, One-A-Day Essential Vitamins, Flintstones Children's Chewable Vitamins, Bugs Bunny Children's Chewable Vitamins, Bactine First Aid, Alka-Mints Chewable Antacid Tablets, Biocal Calcium Carbonate, Nervine Nighttime Sleep Aid); Medco Containment Service, Inc. (National Rx Pharmacies) | Non-prescription drugs |
| | Gillette Co. (Toni Home Perms, White Rain hair products, Tame conditioner, Silkience conditioners/hair sprays, Adorn Mink hare spray, Dippity-Do | Hair care products |
| | Gillette Co. (Right Guard, Soft & Dri, Dry Idea) | Deodorants |
| | Gillette Co. (Foamy, Trac II shave cream); Colgate-Palmolive Co. (Colgate shaving) | Shave cream |
| | Lever Bros. Co. (Sunlight, Dove, Lifebuoy, Caress, Shield); Colgate-Palmolive Co. (Irish Spring, Cashmere Bouquet, Palmolive) | Hand cleaners |
| | Gillette Co. (Deep Magic lotion); Colgate-Palmolive Co. (Dermassage) | Body lotion |
| | Colgate-Palmolive Co. (Ultra Brite, Wildroot, Orabase) | Toothpaste |

## NMB sets new date in rail disputes

The National Mediation Board has set May 28 as the deadline for three presidential emergency boards named to recommend settlements in national rail disputes.

The boards were to have issued their recommendations by May 4 in the disputes covering 25,000 workers at Amtrak, Consolidated Rail Corp. and major freight carriers.

In addition to extending the deadline to May 28, the NMB has set a 25-day "cooling-off period" to follow issuance of the recommendations, with parties free to strike or impose contract offers on June 24. Usually, a 30-day period is set, but that date would fall during a period of congressional recess.

Last year, over union members' protests, Congress ended a nationwide freight carrier strike, ordering workers to return to their jobs after a few hours on the picket lines and imposing the board's settlement.

The disputes involve the Machinists at some 80 major freight carriers; the Maintenance of Way Employees at Conrail, and the BMWE and other rail and shop-craft unions at Amtrak. All have been seeking new contracts for nearly four years.

# NLRB judge backs IBT in Holly Farms case

Ruling in favor of the Teamsters, a National Labor Relations Board administrative law judge found Holly Farms/Tyson Foods has perpetrated "serious, pervasive, numerous and calculated" unfair labor practices against its drivers and yardworkers, who have been on strike since fall of 1989.

ALJ Robert M. Schwarzbart traced the violations to the giant poultry processing firm's "highest levels of management" in ordering the company to recognize and bargain with seven Teamsters locals based in North Carolina, Virginia and Texas.

Schwarzbart's proposed remedy would remove the scabs and reinstate the 51 workers fired for union activities and more than 200 striking workers with full back pay, benefits and seniority rights.

That provision could cost the company hundreds of thousands of dollars.

The returning workers must be offered the same or equivalent jobs — even if it requires "dismissing any persons hired as replacements on or after Oct. 1, 1989," the judge said.

But Holly Farms/Tyson Foods, which has been on the AFL-CIO boycott list more than two years because of its union-busting tactics, is planning to appeal to the full NLRB.

The union's battle for justice began in March 1989 when some 300 Holly Farms drivers and yardworkers in Kernersville, N.C., voted overwhelmingly in an NLRB representation election for IBT Local 391 as their bargaining agent.

Shortly after the NLRB certified the Teamsters, the company unleashed a series of illegal tactics: threats of jobs losses, interrogations of workers, firings and arrests for handbilling on company property.

Union negotiators seeking to work out a contract with the company were rebuffed by management. In September 1989, Holly Farms informed the union that Tyson Foods was taking over operations of the transportation division and that the workers would no longer be represented by the Teamsters.

Tyson Foods then slashed wages by as much as $6,000 a year. That action triggered the start of the strike.

In addition to the Kernersville local, Schwarzbart's remedy covers Holly Farms/Tyson Foods workers represented by other IBT locals based in Harrisonburg, Temperanceville, Glen Allen and Monroe, Va.; and Seguin and Center, Texas.

Products sold under the Holly Farms label include whole chickens and parts as well as processed poultry products.

# AFL-CIO endorses boycott of Southwire Co. products

At the request of the Electrical Workers, the AFL-CIO has mounted a national boycott against Southwire Co., the largest independent manufacturer of aluminum and copper rod, wire and cable in the United States.

Some 200 members of IBEW Local 1510 in the Starkville, Miss., plant have been working without a contract for nearly two years, with the company refusing to bargain because "the philosophies of the IBEW and Southwire are too far apart."

In 1989, Southwire purchased the Hi-Tech Cable Plant in Starkville. At the time of purchase, Southwire assumed the current agreement, which had six months remaining. Once contract negotiations began, Southwire proposed to eliminate overtime, seniority for upgrades, dues checkoff and arbitration.

The company also ran a decertification campaign, which was beaten back by the union. "The company had set the stage for a classic case of union busting and did not have any intention of moving on the issues," IBEW President John J. Barry said.

With the assistance of the Federal Mediation and Conciliation Service, contract negotiations were reinstituted but to no avail.

The AFL-CIO will maintain Southwire on its published boycott list for up to three years, unless IBEW requests an earlier termination of the listing.

# Best of American high-tech set for Union-Industries Show

From the high-tech world of space stations and high-definition television to the low-tech turn of the century art of glass blowing, the 1992 AFL-CIO Union-Industries Show will spotlight the wide range of skill and creativity of working Americans.

This show, held May 15-18 in Portland, Ore., promises to be "one of the biggest, with more diversity than we've had for some time," said show manager Dennis Kivikko.

Under the banner of "Keep America Beautiful — Buy American," the show will help educate union members and the public on the importance of buying American.

One of the show's highlights will be an inside look at a space station, sponsored by NASA and the Electrical Workers. The visitors to the show also will view the first public showing of a new high definition television system developed by a consortium of companies, the IBEW and the Electronic Workers.

This show also will mark the first displays by the Teamsters which will feature work of three divisions — bakery, brewery and dairy.

As in years past, the show will feature some old favorites such as the glass blowing display by the Glass, Molders and Pottery Workers and the All American Hair Spectacular sponsored by the Food and Commercial Workers.

The UAW will again showcase American and union-made cars and the Communications Workers will spotlight new union-made computer systems.

Kivikko congratulated and thanked the Northwest Oregon Labor Council for "going all out to make sure the show is welcomed into Portland." There also will be special tours for Scouts in the area and special days for Portland-area school children to attend the show.

UFCW photo

**Some 100 community** organizations, representing labor, students, women, religious and other allies, turned out at an Ann Arbor meeting to show support for the Kroger strikers. The coalition charted plans for rallies, leafletting and other solidarity actions to raise the stakes against Kroger's union-busting tactics.

# Community rallies behind strikers

**By Muriel H. Cooper**

Community and labor support is mushrooming for striking members of Food and Commercial Workers Locals 876 and 539 in Detroit as they fight the union-busting tactics of the state's largest supermarket chain.

The locals represent more than 7,000 cashiers, clerks and meatcutters at 60 Kroger supermarkets in the Detroit metropolitan area. The company has hired 2,000 replacement workers, but a successful community awareness program by the strikers has led to increased public support for the union.

"Customer support is stronger here than anyone imagined," said Local 876 President Ronald Brown.

In a joint statement, Brown and Local 539 President Andy Johnson said, "We believe our struggle with the Kroger Company is of critical importance to the entire labor movement. We also think the consuming public as a whole has a lot at stake in seeing to it that Kroger workers are treated fairly and that their living standards are not devastated or their jobs eliminated by a union-busting employer."

Negotiators for the company and workers met with federal mediators April 21, but failed to resolve the strike that began April 13.

Workers strongly reject the company's call for reduced paid leave and greater company use of outside vendors resulting in fewer unionized store clerks. The workers are seeking a contract patterned after that agreed to by a local competitor, A&P-Farmer Jack supermarkets, in which workers received $1.45 per hour over two years. Kroger is offering workers $1.50 per hour raise spread over three-and-a-half years.

*"The consuming public as a whole has a lot at stake in seeing to it that Kroger workers are treated fairly and that their living standards are not devastated or their jobs eliminated by a union-busting employer."*

Other issues in the strike include career job opportunities, health benefits and pensions. Kroger has proposed taking away family health coverage from 1,140 part-time workers. More than half of Kroger's employees are on part-time status. The company also is demanding that workers increase their workweek from 30 to 40 hours in order to receive family health coverage. However, they want to limit part-timers to a maximum of 36 hours of work per week.

In a statewide support of solidarity, unions have been forming coalitions to back the Kroger workers. More than a dozen members of the Graduate Employees Union recently joined the picket line in the rain to show support.

In Ann Arbor, more than 100 organizations including labor, women's, religious, and community groups were invited to attend a founding meeting of the Ann Arbor Coalition in Support of Kroger Strikers. A similar group was formed in Detroit. The organization adopted a six-point action plan that includes mass rallies, a petition campaign, leafletting and other support actions at individual stores.

"There is an adopt-a-store program," said Local 876 spokesperson Jill Christoff. "Forty out of the 60 stores have been adopted by all sorts of people. They spread the word of solidarity, buy doughnuts, and walk picket lines. We also have a hardship fund, foodbank and a 24-hour 800 help-line number. We have been getting a lot of support."

UFCW officials say their successful campaign has cut Kroger's business between 15 and 20 percent.

The union also has filed unfair labor practice charges against Kroger with the National Labor Relations Board, charging that the company did not bargain in good faith.

# Teamsters' drive wins Safeway settlement

**Oakland, Calif.**

Safeway warehouse workers represented by Teamsters Joint Council 7 at two facilities in the San Francisco Bay area ratified a five-year job security accord that guarantees them the right to transfer to a new 46-acre complex in Tracy, Calif.

Under the agreement that IBT members approved in a secret ballot by a 333-55 vote, existing union pay scales and benefit provisions will be preserved for the 800 Safeway workers.

The dispute began in January when the nationwide food chain announced it had contracted with a non-union company, Specialized Distribution Management Inc., to operate the new warehouse facility in Tracy, which opened May 1.

Safeway said it would dismiss its longtime employees at two warehouses it was about to close in Richmond and Freemont, but that some its employees would be hired selectively by SDMI.

Foreseeing a serious threat to job security and cuts in pay of up to $5 an hour, the union responded with a consumer campaign to generate community support for the affected workers.

"Teamsters in California have shown that we can take the offensive and win," said IBT President Ron Carey. "New tactics and new teamwork are giving us new clout."

"It was a complete victory," said Council 7 President Chuck Mack. "Safeway never intended to take our workers and never wanted to pay them decent wages."

The Teamsters said areawide support from other unionists — particularly the Food and Commercial Workers members who work at Safeway — was instrumental to the victory. They also credited Rep. Tom Lantos (D-Calif.) for hearings he held in San Francisco.

With the new agreement, transferring Safeway employees — warehouse workers and truck drivers — will continue to receive wages ranging from $14 to $17.50 an hour, about double what the non-union operation was paying.

"We're going to walk in there and walk in tall," said 54-year-old Patricia Sanchez, a warehouse worker who helped organize the campaign. She said she was personally told "I would never see the inside of that warehouse again."

Mechanics represented by the Machinists will be covered under the extended agreement at the $20.06 hourly rate, the union said.

Some 200 non-union employees already hired by SDMI will become IBT members.

# URW local's benefit move aids strikers

## *Catholic hospital 'replaces' workers*

**Paducah, Ky.**

Rubber Workers Local 665 has cancelled its $1.3 million health care plan with Lourdes Hospital in a show of support and solidarity with striking hospital workers.

The 220 members of Machinists Local 2770 were forced on strike and "permanently replaced" six months ago by the hospital, which demanded concessions on health care, seniority and subcontracting work.

The workers say they are the victims of a union-busting campaign by the Catholic-run facility that is ironic because of the church's strong positions on worker rights and social justice — especially the 1986 Bishops' pastoral on the economy, which called particular attention to the responsibilities of the church as employer.

The hospital is owned by Mercy Health Systems, a Catholic organization out of Cincinnati, and is controlled by the hospital's board of directors and the Owensboro, Ky., Catholic diocese.

The URW local had warned the hospital several months ago that if it did not bargain in good faith with the Machinists, the hospital would lose out in its bid for Local 665's Health Maintenance Organization (HMO) and Preferred Provider Organization (PPO) health care plans, which totaled $1.3 million last year.

URW Local 665 represents 1,600 workers and their families at General Tire and Rubber Co., the region's largest employer. "We couldn't see spending union dollars at a facility that disregards even the basics of negotiating," said Local 665 President Danny Bruce.

The display of solidarity cheered IAM Local 2770 President Tom Morgan, who noted that other area unions are being informed of the hospital's unfair labor practices.

Last month, the Machinists tried to reopen negotiations, but the hospital continued to demand concessions. The union also proposed that a Catholic bishop serve as an arbitrator, but the company rejected it. Seniority is a big issue, Morgan said. "Without seniority, we have no job security or protection," he said.

Paducah-area trade unionists also have supported the strikers with pickets and financial contributions, Morgan said. "We've had up to 1,500 people at our rallies. Area unions have contributed thousands of dollars to our strike fund."

Contributions have come from disgruntled Catholic parishioners, as well. "Some have quit giving to the church and others just give a dollar and give the rest to the strike fund," Morgan said.

While the dispute has divided the parish, the hosital's reputation of providing quality health care also has suffered, Morgan said. "They had to cut back on people and hours. They have one thing on their agenda and that's to bust the union no matter what the cost."

A delegation of Catholic Polish trade unionists in January joined the picket line to show solidarity for the strikers. Hospital officials "aren't listening to the teachings of the Pope," said Andrzej Steczynski of Solidarnosc.

# ECONOMY

## Mixed economic signals blur outlook for recovery

By John R. Oravec

Economic signals in the first quarter were up and down. Any upturns in government statistics were soft, failing to provide a clear indication that the economy was out of the woods after nearly two years of recession.

The Commerce Department reported that the gross domestic product — the total U.S. output of goods and services — edged up at an annual rate of 2 percent. While that is the highest growth rate during the Bush presidency, many analysts warned that it is too faint to generate a sustained recovery from the 22 months of economic doldrums.

A bright spot of the GDP report was that consumer spending advanced at a 5.3 percent annual rate in the January-March period, the kind of spending that is akin to more robust recoveries.

However, analysts expressed doubt that the surge in consumer spending will be sustained with nearly 10 million U.S. workers unemployed and the jobless rate rising to 7.3 percent during the first quarter.

Housing investment showed considerable improvement during the first quarter, rising at an annual rate of 15.3 percent, the GDP report said.

But that optimism was quickly tempered with another government report that sales of new homes plunged 14.8 percent in March to an annual rate of 513,000 — the sharpest decline in 10 years. New-home sales also had fallen in February even though home mortgage rates are at the lowest level in years.

Layoffs slowed a bit during the first quarter. Even so, the Bureau of Labor Statistics reported that filings for initial jobless claims averaged 431,000 a week during March — amounting to nearly 2 million for the month.

The Commerce Department said construction spending rose 1.6 percent in March to an annual rate of nearly $420 billion, the highest level in 15 months. Spending rose in February 0.9 percent.

Despite the gains, construction spending was well below the $466 billion rate in February 1990, shortly before the start of the Bush recession. During that period, the unemployment rate in the construction industry surged from 8.9 percent to 17.6 percent in March.

Meanwhile, contracting for new construction dropped 9 percent in March, according to F.W. Dodge forecasting unit of McGraw-Hill Inc. Nonresidential contracting slipped 16 percent, while residential building and nonbuilding contracts were down 5 percent.

The recession crimped union contract negotiations during the first quarter as major collective agreements brought lower wage increases than in contracts they replaced, BLS reported.

The new settlements provide for average pay gains of 3.1 percent in the first year and 3.0 percent annually over the contract term. In the preceding agreements, wage increases averaged 3.4 percent in the first year and 3.2 percent annually over the contract term.

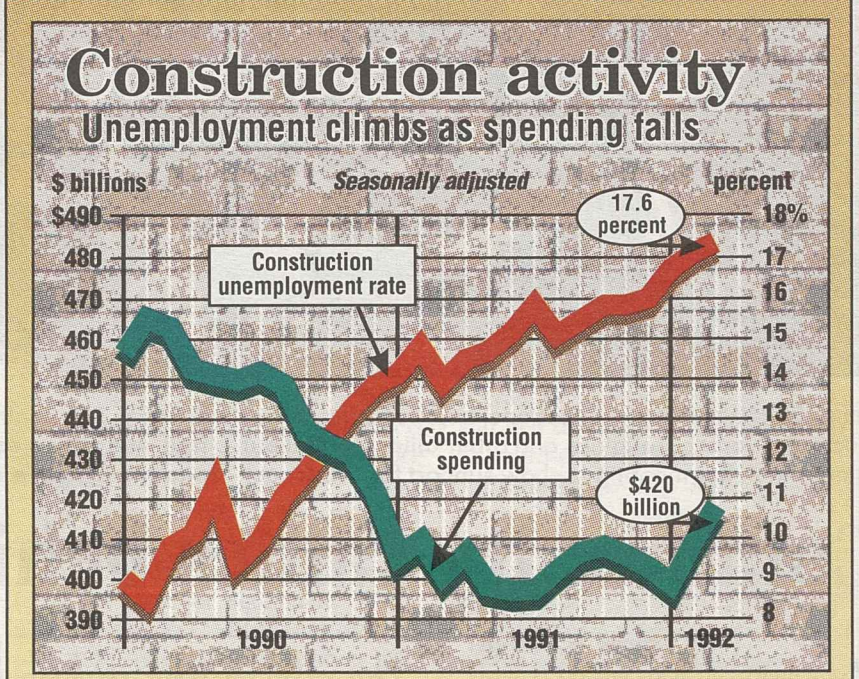
The results reversed a more than two-year pattern of new settlements bringing higher pay gains than the contracts they replaced. That pattern had prevailed from the second quarter of 1989 through the end of 1991, the BLS data showed.

During the quarter, 36 major settlements covering 127,000 workers were negotiated. Bargaining units of at least 1,000 workers are covered by major settlements.

Lump-sum provisions were dropped in 48 agreements that cover some 240,000 workers, while lump sums were newly negotiated in 13 contracts for 56,000 workers.

BLS said cost-of-living provisions were discontinued in 22 settlements for 388,000 workers during the 12 months ended in March. About 29 percent of the workers now under union contracts are covered by COLAs, down from about 40 percent in 1987.

### Significant statistics




Construction spending edged up 1.6 percent to an annual rate of $420 billion in March, according to the Commerce Department. But that is still more than $25 billion below the pace in the first quarter of 1990, before the onset of the Bush recession. The two-year plunge in expenditures for construction took a heavy toll in jobs, with the unemployment rate for building trades workers climbing from 8.9 percent in February 1990 to 17.6 percent in March 1992.

**Union Contract Settlements**
First quarter 1992

| | |
|---|---|
| First-year pay increase | 3.1 percent |
| Average annual increase | 3.0 percent |

**Gross Domestic Product**
First quarter 1992

| | |
|---|---|
| Annual rate | $4.9 trillion |
| Change | +2.0 percent |

| | |
|---|---|
| **Factory Orders** | $240.8 billion |
| March | +1.6 percent |
| **New Home Sales** | |
| March | -14.8 percent |
| Annual rate | 513,000 |
| **Leading Indicators** | |
| March | +0.2 percent |
| **Durable Goods Orders** | $122.6 billion |
| March | +1.6 percent |

AFL-CIO NEWSGRAFIC

## Industrial unions key technology development to job skills

America will not be able to halt its slide toward a low-wage economy and lower living standards unless workers are able to advance new technologies, union leaders and academicians told a conference sponsored by the AFL-CIO Industrial Union Department.

If the decision making is left to management, productivity gains will go to management and owners while workers are disadvantaged, conferees were told. But if informed rank-and-file members control the introduction of new technology through their unions, workers can direct the benefits to higher wages, skill enhancement and a stronger labor movement.

Several union leaders outlined what their unions are doing to advance the workers' agenda in high-tech industries.

"We are for new tech in a high-skill, high-wage, highly unionized workplace environment," Machinists President George Kourpias said. "We are for technology that saves and creates jobs, enhances skills, raises wages and benefits, and creates high-performance work organizations."

Kourpias said the IAM has negotiated new technology language in its agreements with Boeing, Canadian Airlines, Air Canada, Hughes Aircraft, McDonnell Douglas, Lockheed, General Dynamics and others.

Kourpias noted that the IAM held its first technology conference 11 years ago and included scientists and engineers.

Kourpias reported that 16,000 members of the Machinists have attended classes at the IAM's Education and Technology Center at Placid Harbor, Md.

Communications Workers President Morton Bahr recalled that when CWA bargained "in the safe cocoon of a monopoly," the union and company could deal with new technology in a humane fashion. He noted the dial phone cost no jobs and the change to electronic switches raised skill levels.

Citing electronic surveillance, computer technology and voice-synthesizing robotics, Bahr said today's technological change "calls into question what kind of society we want for ourselves and our children" because it not only replaces work but substitutes for the social interaction between people.

Bahr said that only through collective bargaining can workers have a legal forum for fulfilling the moral obligation to call attention to the implications of new technology. Over the next five years, he warned, technology is moving rapidly towards a global network.

Frank Hurt, secretary-treasurer of the Bakery, Confectionery and Tobacco Workers, said his union believes that the nation's future depends on good manufacturing jobs, "but they won't be created without unions."

Hurt noted that computerized dough mixers at Nabisco bakeries "are controlled by skilled union members who, in seniority order, trained and bid for the redesigned jobs." At shop floor work stations, workers can override the operating program and make real-time corrections.

The BCT said the Technology Policy Statement adopted by its convention guides members and officers. Hurt said the union must "organize in the workplace to exercise power," noting that workers must be able to offer or deny management their cooperation when new work systems are being introduced. "Education is key," he said.

Jeff Faux, president of the Economic Policy Institute, said U.S. competition on a high-wage path, through better goods which can support rising incomes, will require new trade and industrial policies, economic and tax reform and changes in the workplace.

Professor Andrew Banks of Florida International University said the first challenge for unions is to develop the power to force management to adopt labor's technology program. The second challenge is to gain enough understanding about technological issues in the workplace for unions to negotiate over the introduction of new technology.

The answer, Banks said, is to view technology as an internal organizing problem rather than a contract language problem. He praised Mobilization CWA at AT&T in 1989, which trained 8,000 shopfloor coordinators to maintain contact with 90,000 workers on goals without striking.

Other union leaders taking part in the parley included UAW President Owen Bieber, who chairs the IUD Committee on Reindustrialization; Clothing and Textile Workers President Jack Sheinkman; Steelworkers President Lynn Williams; Rubber Workers President Ken Coss; Ladies' Garment Workers President Jay Mazur; President Robert Wages of the Oil, Chemical and Atomic Workers; IUD President Howard D. Samuel; and IUD Secretary-Treasurer Elmer Chatak.

— Press Associates

## Newsmakers

**Kenneth P. Hutchison** has been named executive director of the Asian-American Free Labor Institute. He formerly served as AAFLI's deputy executive director, and has been with AAFLI since 1974. Hutchison replaces **Charles Gray,** recently named director of the AFL-CIO International Affairs Department.

**Ron Krouse** has been appointed to the new post of general manager for financial operations of the Teachers. Krouse, who most recently was deputy finance director for the presidential campaign of Sen. Bob Kerrey (D-Neb.), also has served as general manager of the Flight Attendants and as director of administration and controller for the Communications Workers.

**Billy Ray Cyrus** is heading for No. 1 on the country music charts. The son of **Ron Cyrus,** executive secretary-treasurer of the Kentucky AFL-CIO, Billy Ray has recently released his first country music album, "Some Gave All," with the first single "Achy, Breaky Heart" climbing the Nashville and national charts. Billy Ray's connections with organized labor run deep — he says his first guitar was purchased with union wages, and his union upbringing leads him to "try to bring some of that sense of unity and fairness to my music." Ron formerly was a member of a gospel singing group, a love he got from his father, a Pentecostal preacher. Billy Ray is slated to perform the album's title song at a Memorial Day observance at the Vietnam Veterans Memorial in Washington.

### AWARDS

**Dr. Arthur S. Flemming** has been selected as the 1992 winner of the Murray-Green-Meany Award in recognition of his outstanding contributions to the improvement of the health and welfare of the people of the United States and abroad. Flemming currently directs the Social Security Administration's SSI Modernization Project and is serving as chair of the National Federation of Interfaith Volunteer Caregivers, the United Seniors Health Cooperative and several coalitions of national organizations acting as advocates in the areas of social security, health care and civil rights. He also has chaired the U.S. Commission on Civil Rights, the White House Conference on Aging, and served as U.S. Commissioner on Aging from 1973-1978 and as Secretary of Health, Education and Welfare under President Eisenhower.

AFL-CIO Vice President **Michael Sacco** received the Eugene V. Debs Award May 5 during a testimonial dinner sponsored by the Social Democrats, USA. Sacco, president of the Seafarers, who was honored for his commitment to labor justice, was presented with the award by AFL-CIO President **Lane Kirkland.**

In addition to Kirkland, Chinese dissident **Lu Jinghua** and **James Brady,** president of the Association of State Democratic Chairs, also addressed the dinner. AFL-CIO International Affairs Director **Charles Gray** presented the first Tom Kahn Labor and Human Rights Award to **Han Dongfang,** a leader of the Chinese independent trade union movement. The award will be held on Han's behalf until he is allowed to accept it.

Clothing and Textile Workers President **Jack Sheinkman** received the 1992 Ellis Island Medal of Honor recently from the National Ethnic Coalition of Organizations, Inc. The award was sanctioned by The Statue of Liberty/Ellis Island Foundation, Inc.

**Terry Moore,** president of the Omaha, Neb. AFL-CIO, was one of 21 recipients of the 1992 President's Annual Points of Light Award. The award recognized the efforts of the 500 Omaha union members who spent more than 2,000 working hours transforming a four-story house into a residence for the families of children receiving organ transplants at the University of Nebraska Medical Center. Also honored with a citation in the program were the Teamsters and the Mohawk Valley Building and Construction Trades Council in Utica, N.Y., which helped relocate and renovate space for the Utica Community Food Bank, with volunteer help from 10 unions.

AFSCME has been selected the winner of the 1992 Labor Award of the President's Committee on Employment of People with Disabilities for its efforts to inform union members and others about the capabilities of, and issues facing, workers with disabilities. Serving on the selection panel for the award were **Lenore Miller,** president of the Retail, Wholesale and Department Store Union; **Joyce Miller,** vice president of the Clothing and Textile Workers; and **Michael G. McMillan,** executive director of the Human Resources and Development Institute of the AFL-CIO.

The Service Employees' "Si, Se Puede" (Yes, We Can!), which traces the nationwide struggle for better wages and dignity among janitors, won the red ribbon at a recent American Film and Video Association Festival. The film, which was the core of an effort to rally public attention and raise money for the janitors of Los Angeles, now is being used in new campaigns to organize janitors.

### DEATHS

**Harvey L. Friedman,** former director of the Labor Relations and Research Center at the University of Massachusetts, died April 27 in Amherst, Mass., after a long illness. He was 69.

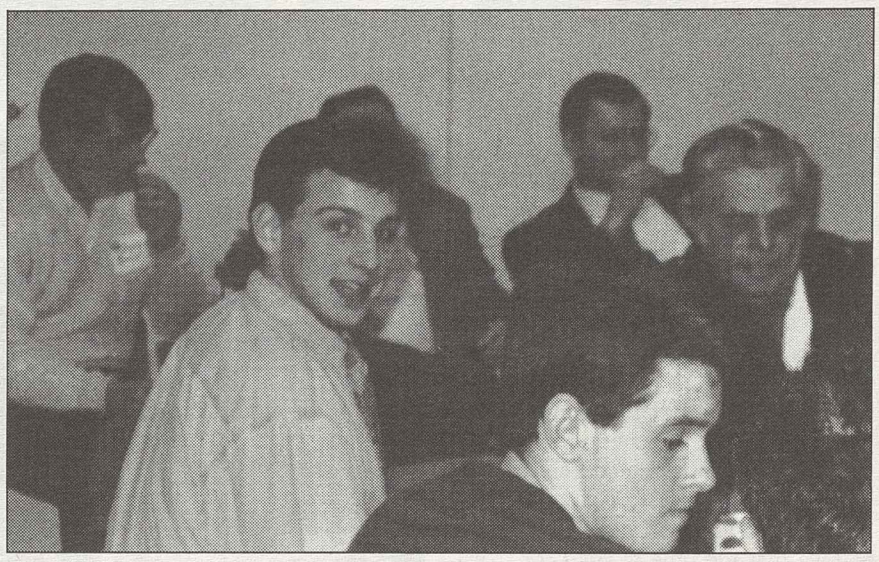
Friedman had served as assistant New England director for the Clothing and Textile Workers, vice president of the Massachusetts AFL-CIO and on the staff of the New England Regional Office of the National Labor Relations Board before joining the university staff in 1965.

He is survived by his wife, Alice, of Amherst; one son, Joel, of Jakarta, Indonesia; two daughters, Suzanne Strassberger of Skokie, Ill., and Elizabeth of New York; one sister, Gloria Lewin, of Easton, Conn.; and two grandchildren. Donations to a scholarship fund in his name may be made to the University of Massachusetts Labor Relations and Research Center.

**Raymond C. Munts,** a staff member of the AFL-CIO Department of Social Security from 1957 to 1967 who later served as a professor and director at the University of Wisconsin School of Social Work, died April 26 of heart failure in Madison, Wis. He was 69.

During his 10 years with the federation, Munts specialized in legislative issues on social security, public assistance, health care and pensions. He also had worked for the CIO's Textile Workers during the early 1950s.

Munts graduated from the University of Chicago, studied at the University of Paris and earned his doctorate at Wisconsin, where he also taught at the School for Workers.



**Students** are matched with skilled unionists in a labor community services project operated with the Des Moines United Way.

# Mentoring project bridges schools-jobs gap in Iowa

**By Robin Jones**

With national studies showing that many U.S. schools don't prepare students for making the transition from school to work, the Central Iowa Mentoring Project is taking steps to bridge the gap.

Sponsored by the AFL-CIO Department of Community Services in conjunction with the Des Moines United Way, the project focuses on students in the workplace.

Participants are from "alternative schools" designed for youths who, for one reason or another, did not function well in the normal school system. The schools, in Newton, Boone and Indianola, Iowa, now have skilled unionists as mentors for these students.

Beginning last August and running until June of this year, the project so far has been a complete success, said Roger Milang, community services liaison at the Des Moines United Way.

"The mentors meet with the students one hour a week at their jobsite," Milang said. "We request four hours a month, but most are doing more than that." During the period at the workplace, the student observes the mentor at work.

One mentor, Roger Routh, a member of the Electrical Workers and a television station technician, said the project gives an accurate picture of the world of work.

"It helps the kids see a little more of the actual jobsite, as opposed to any glorified images they might have," Routh said. "It allows them to see the positives and the negatives of the job."

The project also provides students with hope, according to Michael Sherman, a high school senior who takes part in the program.

"I graduate in May, after dropping out of high school twice," he said. "I turned from being a person who was like a ghost in our school to a person with perfect attendance and straight As."

Students entering the project first were interviewed about their career goals. Mentors then were found to coincide with the youngsters' aspirations.

Mentors are members of variety of unions, including AFSCME, Bricklayers, Carpenters, Iron Workers, Machinists, Postal Workers, Rubber Workers and Sheet Metal Workers.

Sixteen students currently are coupled with 15 mentors, but finding people to volunteer is not a problem. Milang said phone calls are pouring in from people who want to take part in the next session.

The funding to get the program off the ground came from the Iowa Department of Education. The Des Moines United Way is now in the process of asking for another grant, double the original amount, from the Iowa Department of Education and the U.S. Department of Labor.

## Resources

The Department of Economic Research's **UNICORE** database, recently updated and expanded, tracks union representation status at U.S. companies for AFL-CIO affiliates. Unions are encouraged to contact Cindy Lambert at 202/637-5344.

**We Do The Work,** a public television series, in May will feature the story of a once crime-ridden vocational school that, with the help of the New York transit unions and the Transit Authority, became the first high school in the nation devoted to transit technology. Check local listings for times.

### CONFERENCE

The Federal Mediation and Conciliation Service will sponsor the **Sixth National Labor-Management Conference** May 27-29 at the Shoreham Hotel in Washington, D.C. Presenters will include representatives from UAW, AFT, AFSCME, AFGE, USWA and other unions. For further information contact Peter Regner, 202/653-5320.

### PUBLICATIONS

**Working at the Calling** documents recent accomplishments and new undertakings of the Laborers. Individual copies are $30, plus $2.50 postage and handling. Contact the Laborers International Union, Communications Department, 905 16th St. N.W., Washington, D.C. 20006.

The Bakery, Confectionery and Tobacco Workers have produced **Working with Members Who Are Learning English,** a pamphlet that provides practical suggestions on what the local union should and should not do when communicating with members who don't speak English. For copies, contact the BCTWU Education Dept. at 10401 Connecticut Ave., Kensington, Md. 20895.

# AFL-CIO assails 'minimal, trivial' health plans

**Continued from Page 1**

Mo.) to emphasize labor's opposition to the small-market approach.

"We will express as strongly as possible our feeling that this small-market bill effectively blocks the opportunity we have to get significant reform, perhaps for years to come," Sweeney told the council.

The council also heard from pollster Stanley Greenberg, who said American public opinion now is squarely behind the idea of major health care reform.

In his testimony, Kirkland said, "We believe that the time is right for Congress to take advantage of this growing consensus and to take the lead in fashioning an approach that will reduce health care inflation, expand access and improve the efficiency of the system.

Many on the Senate panel were interested in Kirkland's ideas on cost containment, particularly the federation's proposal for a national commission composed of labor, consumers, management, government and providers to administer a single national cost-containment program.

Bill Burke/Page One Photography

**AFL-CIO President** Lane Kirkland, with Employee Benefits Director Karen Ignagni and Legislative Director Robert M. McGlotten, testifies on the need for a comprehensive solution to the U.S. health care crisis.

"I think we have a body of experience (in the Medicare and Medicaid systems) and appropriate methodology we can pursue," Kirkland said. "We do believe that with a comprehensive approach, which we advocate and support, there is an essential role for all players in the system."

Earlier, Kirkland had laid out labor's concerns over ever-increasing costs. "Our concern for the very large numbers of American families who have no coverage, no protection whatsoever, is moral, is ethical and is a matter of humanitarian concern. But it's also far more than that — it's a matter of direct dollars and cents, because those costs are borne by those plans that we have established."

Kirkland criticized a proposal by Sen. John B. Breaux (D-La.) for a "medical savings account" for each American in lieu of a national system.

"If the trade union community, and the medical care community, the medical association, the hospital association, local chambers — if all of us who have spent so much time grappling with the problem could not effectively deal with this — how do you expect the individual to do it because he gets an IRA for it?" Kirkland asked.

Testifying the same day before the House Education and Labor Committee, UAW President Owen Bieber said "the UAW believes that nothing short of total reform will adequately address all the shortcomings of the American health care system."

Bieber also discussed the hindrance to competitiveness caused by skyrocketing health care costs.

"In Canada, for example, employer health care costs are approximately one-half those in the United States; in Japan, about one-third," he said. "Escalating health care costs also unfairly affect the competitiveness of older, more established companies when compared to newer employers within this country" because the older companies tend to have more retired workers and an older work force.

"The UAW believes that employers should not have to compete on the basis of their health care costs. There should be a level playing field," he said.

# INSIDE

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AFL-CIO NEWS

**1** ***AFL-CIO puts labor behind Clinton bid***
The AFL-CIO Executive Council endorsed Gov. Bill Clinton for the Democratic presidential nomination as the candidate best able to "set the nation back on the right course."

**1** ***Safety law fails to protect workers***
A comprehensive study released for Workers Memorial Day reveals tragic shortcomings in the nation's job safety law. Twelve states need 100 years or more to inspect all jobsites.

**2** ***Unions building L.A. relief fund***
The AFL-CIO created a Los Angeles Emergency Assistance Fund for humanitarian relief and committed millions of dollars of pension fund investments to help rebuild the city.

**3** ***Failed UI system gets reform boost***
The Executive Council proposed an overhaul of the unemployment compensation system while a House subcommittee moved forward a labor-backed reform package.

**11** ***APALA is launched with solidarity display***
More than 500 trade unionists meet in the founding convention of the Asian Pacific American Labor Alliance and demonstrated solidarity in a march to the Justice Department.

**13** ***UFCW locals gather allies in Kroger fight***
Food and Commercial Workers local unions representing 7,000 workers in Detroit are building customer and community support in their fight against Kroger union-busting tactics.

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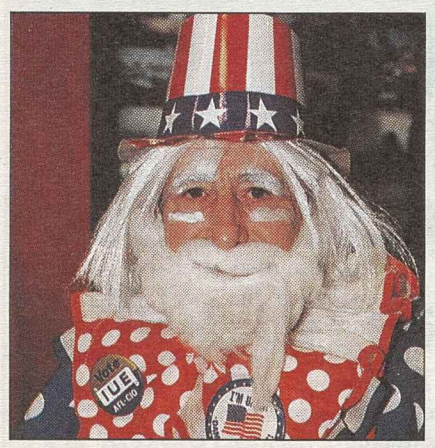

**Portland, Ore.,** celebrated union-made products at the Union-Industries Show. **See Page 8.**


# AFL-CIO NEWS

VOLUME 37, NUMBER 11 — MAY 25, 1992


# IUE regains pensions at MagneTek

## *Takeover swindle reversed in pact*

**By James B. Parks**

The Electronic Workers won a settlement that guarantees the security of retirement and pension benefits to MagneTek, Inc. workers whose monies were lost in junk bond deals orchestrated by the failed Executive Life Insurance of California, imprisoned junk bond king Michael Milken and his firm, Drexel Burnham Lambert.

IUE President William Bywater hailed the agreement as a great victory for organized labor and a rebuke to the greed-merchants of the 1980s.

''Working people and their union have overcome the greedy self-interest of junk bond dealers that were allowed by the Reagan-Bush administrations to run free in the '80s,'' Bywater said. ''Their deals have destroyed the economic fabric of this country, and almost destroyed the retirement of tens of thousands of American workers.''

The union filed a federal class action suit, IUE v. MagneTek, ''because someone had to stand up to those greedy SOBs on Wall Street. They learned they can't take advantage of working people,'' Bywater said.

The state of California placed Executive Life in conservatorship in April 1991, prompting the AFL-CIO to urge Congress to revise the 1974 Employee Retirement Income Security Act to protect the victims of this and future insurance company failures.

Under the terms of the settlement, annuities are guaranteed for workers covered by the Executive Life plan who

**Continued on Page 5**

John Himelrick/Image Graphics

**Locked-out Steelworkers** and their supporters cheer the resumption of negotiations with the Ravenswood Aluminum Corp.

# *Solidarity works as RAC talks resume*

**By Muriel H. Cooper**
***Ravenswood, W. Va.***

With contract negotiations under way for the first time in 19 months, a mood of celebration was in the air as locked out Steelworkers at the Ravenswood Aluminum Corp. and their union supporters gathered for a rally May 16.

''I smell union solidarity and victory at Ravenswood,'' Mine Workers President Richard Trumka told the crowd of some 1,600 people gathered at Ft. Unity, the union outpost that has served as a rallying point for members of USWA Local 5668 during the long and bitter dispute.

In the late hours of Oct. 31, 1990, when the first shift tried to go to work, RAC locked out and ''permanently replaced'' the 1,700 members of the local. With the help of the AFL-CIO Strategic Approaches Committee and the Industrial Union Department, the Steelworkers launched an international campaign that eventually led to the resumption of negotiations.

''There was a time when people hadn't heard of Ravenswood,'' said Trumka, an AFL-CIO vice president. ''Now Ravenswood is never going to be just another little place in West Virginia. It's going in the labor history books.

''Ravenswood is the place where working-class people said we're going to push until we push you back across the river. It's a place where workers are putting corporate America on notice that they can't rob us of our dignity,'' he said.

Rising from their blankets and lawn chairs, wearing T-shirts with the legends ''We Busted a Boyle With Solidarity'' and ''We Hate Scabs,'' the workers joined in with a local country band singing their theme song, ''One Day More'' — a vow to last one day longer than the company.

''One day longer. That's what it's about,'' said USWA District 23 Director Jim Bowen. ''And it shall become our reality.''

Speakers from West Virginia AFL-CIO President Joe Powell to IUD Secretary-Treasurer Elmer Chatak praised the workers for their determination and thanked them for setting an example for trade unionists everywhere.

The audience included members of

**Continued on Page 5**

# Stop the Press: Labor mobilizes to back Pittsburgh strike

After months of futile negotiations, unfair working conditions and threats of layoffs, about 600 drivers struck the Pittsburgh Press. The company responded by stopping publication and locking out other union workers.

Members of Teamsters Local 211 walked out May 17 after working without a contract since Dec. 31. The strike began on the day the company planned to unilaterally institute a new delivery system.

The Press has said it wants to convert from using 4,500 youth carriers to adult carriers who would pick up the paper at centralized points, throwing 450 IBT-represented drivers out of work.

''We had no intention of striking, but with their position it was inevitable,'' said Local 211 President Joseph Molinero. ''They backed us into a corner. We reacted the only way we could.''

Supporting the union's claims, the National Labor Relations Board has issued a complaint charging the Press Co. with six unfair labor practices, including abandoning a driver route-scheduling procedure without the approval of Local 211. The company ''has been failing and refusing to bargain collectively and in good faith,'' the complaint said.

No talks are scheduled at this point, said George Curtin of the AFL-CIO, coordinator of the Pittsburgh Unity Council, which represents the 10 unions at the Press. There are pickets at the Press depots, Curtin said, but none in front of the Press headquarters building. The council will begin leafletting at city commuter stops to get out its message, Curtin said.

The unions have begun a subscription cancellation drive that has the Press phones ''ringing off the hook,'' Curtin said. Youth carriers who were fired by the Press went door-to-door on their old routes and asked their customers to cancel their subscriptions to the Press and the independently owned Post-Gazette, which is distributed by the Scripps-Howard-owned Press Co. under a joint operating agreement.

The Post-Gazette also is not publishing, although management is considering a one-page fax service to some businesses.

The Press unions are bringing in copies of the McKeesport Daily News, a union-produced paper, to help keep Pittsburgh residents abreast of the news during the dispute. They also are considering the production of alternative papers including a commercial ''shopper'' with advertisements.

**Continued on Page 7**

# Studies confirm low-wage slide during 1980s

By John R. Oravec

The U.S. slide toward a low-wage economy during the Reagan and Bush administrations is illustrated in a cluster of new studies, which show that more Americans have been saddled with low-paying jobs.

The Census Bureau reported that the proportion of full-time workers earning poverty-level wages nearly doubled during the 1980s. And the Economic Policy Institute found that inflation-adjusted wages of new high school graduates in entry-level jobs dropped a staggering 26.5 percent for men and 15.5 percent for women from 1979 to 1991.

Those studies came as the nation's unemployment rate fell for the first time in nine months in April, largely on an expansion in payrolls of low-wage service and retail jobs.

But the decline was just one-tenth of a point to 7.2 percent, clearly not the result of a solid economic upturn. With 9.2 million workers unemployed, there was little change from March in the bleak jobs picture.

The lackluster employment outlook was further muddied with Bureau of Labor Statistics data showing the average workweek slowed by one-tenth of an hour to 34.4 hours in April, while the number of part-time workers increased by 570,000 over the month — indicating that the 126,000 increase in payrolls involved more part-time jobs than full-time work.

The Census Bureau study found that the annual wages of 14.4 million Americans in full-time, year-round jobs were below the government's poverty level of $12,195 in 1990. That is nearly double the 7.8 million poverty-wage workers a decade earlier.

The bureau defined a low-wage job as paying about $6.10 an hour in 1990 and $3.45 an hour in 1979.

In 1979, about 12 percent of the full-time workforce earned too little to support a family of four above the poverty line. That proportion increased to 14.6 percent in 1984 and to 18 percent in 1990, the bureau said.

The rising percentage of low-wage jobs during the Reagan and Bush administrations affected a broad cross-section of society. Whites, blacks and Hispanics, the young, middle-aged and elderly, as well as high school dropouts and high school graduates were more likely to hold low-paying jobs in 1990 than in 1979, the study found.

Economists traced the much of the problem to the loss of higher-paying factory jobs in the 1980s, which were replaced by lower-paying service jobs.

Isaac Shapiro of the Center on Budget and Policy Priorities put it this way: "If you finished high school in 1979 and had reasonably decent skills, it's more likely that you would be entering into some type of manufacturing job. Now that person is more likely to enter a service-sector job, such as clerical work. It may be flipping hamburgers."

The EPI study noted that pay gap between men and women narrowed during the last decade, largely because the median hourly wage for men fell 14 percent between 1979 and 1991. And although median wages of women advanced 5.3 percent from 1979 to 1989, the pattern was nearly entirely reversed by a 4 percent reduction in women's real wages from 1989 to 1991. Thus, it was a decline in men's wages — not the slight gain in women's wages — that narrowed the pay gap.

EPI's Lawrence Mishel, co-author of the study, blamed the declines on "a combination of slow economic growth compared to the two decades after World War II, a job shift toward lower-paying industries, a weakened minimum wage, declining union power, technological change and international trade."

Following its April jobs appraisal, the BLS reported a surge in layoffs caused new filings for unemployment insurance to rise two weeks in succession to 424,000 in the week ended May 2. Initial claims for jobless benefits have been close to 2 million a month throughout much of the Bush recession that began in July 1990.

While welcoming the slight dip in the jobless rate, AFL-CIO economist Frank Parente warned the economy remains stagnant. He pointed out that 16.6 million Americans were jobless or underemployed in April. That number includes the 9.2 million officially unemployed, 1.1 million discouraged

Continued on Page 10

# AFL-CIO urges Democratic platform for working people

By Michael Byrne

With labor's endorsed candidate, Gov. Bill Clinton, moving steadily toward the Democratic nomination for president, the AFL-CIO appealed to the party's platform committee to stand with American workers.

Testifying for the federation during committee hearings in Cleveland, Susan Dunlop, assistant to AFL-CIO President Lane Kirkland, covered the host of issues important to workers and their unions, urging the Democrats to clearly state their opposition to Reagan-Bush administration policies that have injured working people.

"Perhaps no policies of the past 12 years have been as damaging to America's future as those that have encouraged today's mercenary culture — the corporate raiders, foreign agents, union busters and other operators who have worked to export American jobs and put this country on the fast-track to a low-skill, low-wage economy," she said.

Also testifying before the committee were union Presidents Gerald W. McEntee of AFSCME and J. Randolph Babbitt of the Air Line Pilots, as well as representatives from the Teachers, Steelworkers, Carpenters and Ladies' Garment Workers.

Compelling testimony came from a panel of displaced workers — an Electronic Worker who lost her job when General Electric transferred work to Mexico, a striking Paperworker who was "permanently replaced" by International Paper and a survivor of the Hamlet, N.C., chicken processing plant fire.

The workers' tales of being victimized by uncaring employers and ineffective government had a visible impact on the platform committee and "left few eyes still dry," said Dunlop.

Meanwhile, the AFL-CIO endorsement boosted Clinton in his easy victories in the West Virginia, Nebraska and Oregon primaries as he headed into the pivotal June 2 contests in California and New Jersey.

In San Francisco, the Teamsters national legislative conference heard via satellite from Clinton and his Democratic opponent, former California Gov. Edmund G. "Jerry" Brown.

Noting that Clinton appears to be assured of the Democratic nomination, IBT President Ron Carey said, "I think he will support policies to create jobs and growth in our economy. And I think he will try to pull the people of this country together."

"George Bush has pursued an economic policy that has put millions of Americans on the unemployment line, with little hope of finding good, secure jobs," Carey told the conference.

In testimony before the platform committee, McEntee praised Clinton as the candidate who speaks for all the people and urged the Democrats to craft a platform that would be "a clarion call for change, unity and opportunity for all the people."

He reiterated the AFL-CIO's call for an immediate $50 billion investment in the nation's infrastructure to give cities and states an opportunity to pull the nation out of recession.

In other testimony, Imani Mandela, the IUE member who lost her job when GE transferred its operations from Nela Park, Ohio, to Mexico and to a non-union plant in Illinois, explained the feeling of having her job snatched away.

"I liked my job and I was good at it," she said. "It's people like me that make these companies prosper. You work hard — overtime, weekends. You help build and make profits. And then they abandon you, the community and the country."

Mandela now works at the AFL-CIO's Regional Industry Center Project, an organization dedicated to stopping plant closings. "But we cannot do it alone," she said. "We need the help of the politicians that are in office to stop this madness."

ConEster Williams, who was injured in the Hamlet fire, pleaded for reform of the nation's workplace safety law, testifying that unions can help make workplaces safe. "We need our jobs and we need protection," she said. "We need to unionize the South."

Willie Stout, a UPIU worker "permanently replaced" by International Paper in Lock Haven, Pa., who "lost everything — my car, my house and eventually my wife of 10 years, who took my two sons" — asked the committee to include a plank supporting the ban on "permanent replacements."

"The use of 'permanent replacement' workers affected everyone in the (Lock Haven) community," he said. Cases of mental breakdown, heart attacks, spouse abuse and suicide were reported, "then the town began to die as many stores closed their doors. Everyone tried to avoid a town torn apart by the use of 'permanent replacement' workers by International Paper Co."

Dunlop also urged the platform committee to articulate "the fundamental right of freedom of association in the workplace in ways that offer a new direction from the sour anti-union policies of the past decade."

"The platform should call for labor law reform to protect the rights of American workers to join unions free from employer threats, intimidation or coercion."

The AFL-CIO has asked the Republican Platform Committee for an opportunity to present workers' views at two GOP hearings. The GOP rejected the request for federation Regional Director Steve Bieringer to discuss health care, education and family issues, and has yet to respond to the request for Kirkland assistant Adrian Karatnycky to address international human rights.

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# LEGISLATION

## Labor urges joint approach to training

By Candice Johnson

The AFL-CIO endorsed a bipartisan plan to further develop job skills of American workers, but stressed that full participation of workers and their unions is critical to the program's success.

The legislation, S. 1790, is intended to increase job-based and work-related training and boost America's position in the global marketplace. That goal can best be achieved through a system of labor-management committees to plan, design and administer those efforts, AFL-CIO Vice President John J. Sweeney told the Senate Labor and Human Resources Committee.

Evidence shows that high-performance workplaces "are most effective when workers, expressing themselves through their elected union representatives, participate in joint labor-management programs," he said.

Employers who fear involving unions in their operations and giving more authority to workers "need to be educated on the subject," Sweeney added.

The bill would authorize $580 million in funds to train and educate workers and to encourage businesses to adopt high-performance workplace policies. Employers of 20 or more workers who now spend less than 1 percent of payroll on training would contribute into a "high-skills training trust fund," from which the states would draw grants to train entry and mid-level workers. Employers with existing training programs would be exempt from the program.

Sweeney urged the committee to require that joint workplace committees administer the program. Where workers are represented by unions, unions should select the labor members of the committees, while in non-union settings, workers' representatives should be selected by secret ballot elections, he said.

The bill, co-sponsored by Labor Committee Chairman Edward M. Kennedy (D-Mass.) and Sen. Mark A. Hatfield (R.-Ore.), is based on a 1990 report of the Commission on the Skills of the American Workforce. It contrasts sharply with a Bush administration proposal introduced last month, which promised vocational training, school-to-work transition programs and job-creation efforts, but included little substance and no funding, the AFL-CIO said.

The bill, based on the administration's "Job Training 2000" initiative, relies heavily on a voucher system for training and shifts much of the responsibility for setting and certifying competency standards to local programs. While expanding responsibilities, particularly for the state employment agencies, the proposal includes no new funds.

Sweeney reminded the committee that many of the changes currently advocated "in the name of competitiveness" — including improved school-to-work transition, continuing education and training for workers, and flexible, high-performance workplaces — are concerns the labor movement has been working on for some time.

> *High-performance workplaces "are most effective when workers, expressing themselves through their elected union representatives, participate in joint labor-management programs."*
>
> —John J. Sweeney
> SEIU president

He also pointed to the long, successful record of union-administered apprenticeship programs, noting that these programs have already achieved what this bill proposes — to raise workers' skills and create high-performance work organizations.

Efforts to weaken or undermine existing apprenticeship activities, such as those in the construction industry, must be blocked, he stressed.

Sweeney also outlined principles the AFL-CIO considers fundamental to a national training policy. Among these are:

- Universal coverage so that all workers have access to education and training opportunities.
- Training established on an industrywide or occupationwide basis.
- Compensation that rewards the increased skills.
- Universal access to continual training, academic education and training and career ladders with pay progression.
- Employment security for workers in training.

At a Labor Department hearing on skill standards and certification, AFL-CIO chief economist Rudy Oswald also stressed the essential role of labor-management committees in setting skill standards "because it means that decisions about skill standards are made by the parties who have to live with the process."

"Representatives of workers must be 'at the table' or the skill standards, the assessment process and certification will have no credibility" with workers, Oswald stressed.

The AFL-CIO Executive Council in February established a committee on training, chaired by President Marvin Boede of the Plumbers and Pipefitters, to review job training initiatives and to work with the federation's Human Resources Development Institute and departments of education and economic research.

Members are Presidents Morton Bahr, Communications Workers; John J. Barry, Electrical Workers; Owen Bieber, UAW; Ron Carey, Teamsters; Gerald McEntee, AFSCME; James Norton, Graphic Communications Union; Michael Sacco, Seafarers; Albert Shanker, Teachers; John Sweeney, SEIU; Lynn Williams, Steelworkers; and William Wynn, Food and Commercial Workers.

## Balanced answer sought in timber dispute

The AFL-CIO is continuing its efforts on Capitol Hill to find a balanced solution to concerns about the Northern spotted owl, old growth forests and jobs.

The controversy swirls around millions of acres of federal timberland, some home to the spotted owl, considered a threatened species under the Endangered Species Act. That law requires a federal recovery plan for threatened species — in this case, potentially closing off 5.4 million acres of productive timberland in the Pacific Northwest.

But the endangered species law doesn't require any government action to offset the employment or economic impact of such a plan. The removal of millions of acres of timberland would hurt further the families and communities that depend on the timber industry, which has suffered major losses in the past several years.

Two versions of the same bill (H.R. 4899) are expected to be reported by separate House committees. Both provide federal funds to help workers and communities, including job training, while closing off 6.8 million and 9 million acres, respectively, from logging.

In action by the Interior Committee's national parks and public lands subcommittee, the AFL-CIO unsuccessfully pressed for an amendment that would have combined protection for the spotted owl with support for displaced workers.

The amendment would have provided "a critical habitat for the spotted owl, establish a stable supply of timber for production, and provide support for and retraining for displaced workers," AFL-CIO legislative director Robert M. McGlotten said.

Both the full Interior and Agriculture Committees are expected to report versions of the bill soon. Rep. Peter A. DeFazio (D-Ore.) is seeking to incorporate much of the AFL-CIO-backed amendment at the full committee level.

"The fate of families and whole communities now lies with Congress and its ability to speedily pass comprehensive legislation to provide relief for affected workers," AFL-CIO President Lane Kirkland said.

In addition to the Endangered Species Act mandate blocking the use of 5.4 million acres, Interior Secretary Manual Lujan proposed an alternative plan to set aside about 2.8 million acres, which would have a lesser negative impact on jobs.

"The preservation plan proposed by Secretary of Interior Lujan is a first step toward a balanced, legislative solution to the issue of how to protect both endangered species and endangered jobs in the Pacific Northwest," Kirkland said. "His plan provides an initial framework for legislative action." The proposal may be introduced later in both houses.

## Capitol Digest

The Senate approved the AFL-CIO-backed "motor voter" bill May 19 by a 61-38 margin. The vote was possible only after backers of the bill were able to stifle a Republican filibuster, which had stalled the bill.

The bill, which registers eligible voters in federal elections when they obtain or renew a driver's license, now goes to the House. It was introduced by Sens. Wendell Ford (D-Ky.) and Mark Hatfield (R-Ore.).

"The AFL-CIO has long supported improvements in federal election laws that would increase citizen participation in the electoral process. In our view, S. 250 accomplishes this objective by establishing a simple, cost-effective means to facilitate voter registration for all eligible voters," AFL-CIO Legislative Director Robert M. McGlotten wrote to senators.

In addition to the automatic registration with application for a driver's license, the bill provides for voter registration by mail and safeguards against voter fraud.

In other legislative developments:

**CAMPAIGN REFORM** — As expected, the Senate failed to override President Bush's veto of the campaign finance reform bill. The administration opposed the bill because it would have prevented its wealthy supporters from reaching deep into their pockets. The AFL-CIO neither opposed nor supported the bill, but argued that Congress should not act to prevent working Americans from participating in the system.

**ENERGY** — The House is considering a comprehensive energy bill (HR 776) that includes several AFL-CIO-backed provisions, including worker protections at federal nuclear facilities. The bill would create a federally owned corporation to take control of the Energy Department's uranium enrichment program. In a letter to House members, McGlotten noted that "many basic worker protections are secured by the provisions of this (bill), such as protection of collective bargaining agreements during the transition, as well as OSHA, Davis-Bacon Act, Service Contract Act and the protection of pension rights. The Uranium Enrichment title should not be struck from the bill nor weakened by amendment."

**UI** — The House Ways and Means Committee cleared the way for floor action on a bill to extend emergency unemployment benefits through April 1993. Approved on a party-line vote, the bill includes some permanent changes to the program, including "triggering" extended benefits off the real unemployment rate rather than the more restrictive rate of unemployed in "covered" employment. The current program expires July 4. A similar program is pending in the Senate, while the White House backs a limited extended benefits package.

# Trade action urged to break foreign barriers

By John R. Oravec

Cracking foreign trade barriers against American-made products in the world markets — particularly Japan's hurdles to U.S. autos and parts — is essential in preserving the nation's industrial base and needed jobs, the AFL-CIO told Congress.

Testifying at House hearings, the federation's trade specialist Mark A. Anderson endorsed the Trade Expansion Act of 1992 (H.R. 5100) as a necessary step toward improving America's international trade account.

Among other elements, the trade expansion bill would reinstate "Super 301" provisions and require an immediate investigation into Japan's trade policies that block access to U.S. manufacturers of autos and auto parts.

A key feature of Super 301 compels the administration and U.S. Trade Representative Carla Hills to take action against countries that run up America's trade deficit through unfair practices and barriers.

Anderson described the legislation, introduced by House Ways and Means Committee Chairman Dan Rostenkowski (D-Ill.), as a vital alternative to the Bush administration's passive approach to opening world markets for U.S. exports and the expansion of domestic production.

Noting that "other countries have dealt more effectively with international trade to promote their own industrial development and employment," Anderson said strong congressional action is needed for the United States to construct a more realistic approach to international commerce.

Evidence of the need for action came on the heels of the hearings, when the government reported that the U.S. trade deficit shot up 77 percent in March to $5.8 billion and that Japanese companies were dumping mini-van vehicles on the U.S. market.

H.R. 5100 also calls on the president to negotiate a voluntary restraint agreement (VRA) with Japan limiting imports of cars and light trucks or those assembled in Japanese-owned U.S. plants with low levels of U.S. components.

In addition, the measure would strengthen current U.S. anti-dumping laws by cracking down on third nations as "middlemen" that unload products below fair market value.

Anderson, who heads the federation's Task Force on Trade, urged prompt action on other pending trade measures:

- H.R. 3878, the American Jobs Protection Act, which would provide assistance to workers whose jobs are shipped out of the country.
- House Concurrent Resolution 246, which calls on Congress to reject any trade pact that would undercut U.S. health, safety, labor and environmental laws.

Hills and lobbying groups representing import companies and foreign interests voiced strong opposition to the Rostenkowski bill. Hills insisted that the problems of trade barriers are being addressed in the on-going Uruguay Round of multilateral trade negotiations, which could be jeopardized by the legislation. Those talks, however, have been bogged down for more than a year without any sign of a breakthrough.

Rostenkowski said the United States cannot wait for the completion of the Uruguay Round or other trade talks to take action to open markets. "We have waited patiently while one deadline after another passes in Geneva," he said.

Adding to America's noxious trade imbalance was the Commerce Department's report that the March deficit jumped to an 18-month high as exports shrank to $37 billion while imports ballooned to $42.8 billion.

The $5.8 billion trade gap was nearly double the $3.3 billion shortfall in February.

Imports of labor-intensive manufactured goods, rising by $3.7 billion over the month to $36 billion, accounted for most of the shortfall. Exports of factory goods amounted to $31 billion.

In trade with individual nations, the largest U.S. deficit was with Japan — surging 33 percent over the month to $4 billion in March. That shortfall will likely grow worse, based on a report from the Japanese government that its trade surplus widened 13.4 percent in April from the same month one year ago. The United States rang up a $2.3 billion surplus in trade with Western Europe during March.

Responding to questions at the House hearings, Anderson pointed out that Japan expanded its trade surplus with United States 45 percent over the past year. During that same period, Japan's surplus with the rest of world grew just 17 percent.

During the 1980s, the U.S. trade deficit brought severe hardship for millions of American workers and scores of communities, Anderson told the House panel.

"Since 1982, this country's trade shortfall has totaled more than $900 billion and has made the United States the world's largest debtor nation," he testified. Citing the impact of imports, Anderson said 2.6 million U.S. manufacturing jobs were wiped out from 1979 to 1991.

# 'Balance' act future poison, study warns

By Colleen M. O'Neill

More than 3 million jobs would be lost, taxes would go up and state and local governments would be profoundly affected by a proposed federal balanced budget amendment, according to a newly released study.

The picture of devastation was drawn by Wharton Econometrics Forecasting Associates, which pulled together for AFSCME a study of the across-the-board impact of the balanced budget amendment.

The study came as floor action on the measure was expected in the Senate in early June. The AFL-CIO has steadfastly opposed the balanced budget amendment for its hyprocrisy: governments can balance budgets if they want to and don't need to tinker with the constitution to do it.

"It's a snow game that could lead to a $250 billion tax increase over the next three years, a 10 percent cut in federal programs each year until the end of the decade and a loss of more than 3 million jobs per year," said AFSCME President Gerald W. McEntee at a May 20 news conference.

"It's the height of political hypocrisy" and "a political folly" to be talking about an amendment that would so drastically affect the economy while simultaneously discussing aid to help the nation's cities, McEntee said.

AFL-CIO President Lane Kirkland said the WEFA study "should serve as a reality check on what is perceived by many as the politically expedient thing to do. Congressional passage of a balanced budget amendment would amount to our leaders throwing up their hands in surrender, at precisely the time when we need our leaders to roll up their sleeves and provide for a healthy economy in the years to come."

Rep. John Conyers Jr. (D-Mich.), chairman of the House Government Operations Committee, told the news conference he understood "the desire to get our fiscal house in order, but I have to say to my colleagues on Capitol Hill that the balanced budget amendment is a fraud and it makes a mockery of the Constitution."

"Its principal effect will be to turn budgetary gridlock into a 10-car pile-up," Conyers said. "Guess who will be on the bottom of the pile? The same people who took a beating from Bush and Reagan over the last 12 years — the poor, the middle class, children and families, and state and local governments."

The study, done in two parts, assumes the budget will be balanced by fiscal year 1995 and that the balancing will be accomplished through equal measures of spending cuts and tax increases. On a national scale, the study predicts that the nation's economic output would drop by 4.1 percent by 1995. There would be 3.4 million fewer jobs available, spurring a sharp increase in unemployment rates.

At the same time, Social Security and other taxes would rise, but payments to individuals would fall, thus squeezing those who most need the help — those on Social Security and those who lose their jobs.

The WEFA study also concluded that the deficit facing state and local governments would climb to $67 billion in 1995. Many states would see a $10 billion to $30 billion loss in actual dollars. In addition, one-fifth of the states would have at least 100,000 fewer jobs in 1995 alone, with California losing more than a half-million jobs.

States in which the defense industry plays a large economic role — California, Arizona, Connecticut and Maryland, for example — would suffer a precipitous reduction in defense activity, and thus job loss, under a balanced budget amendment, according to the study.

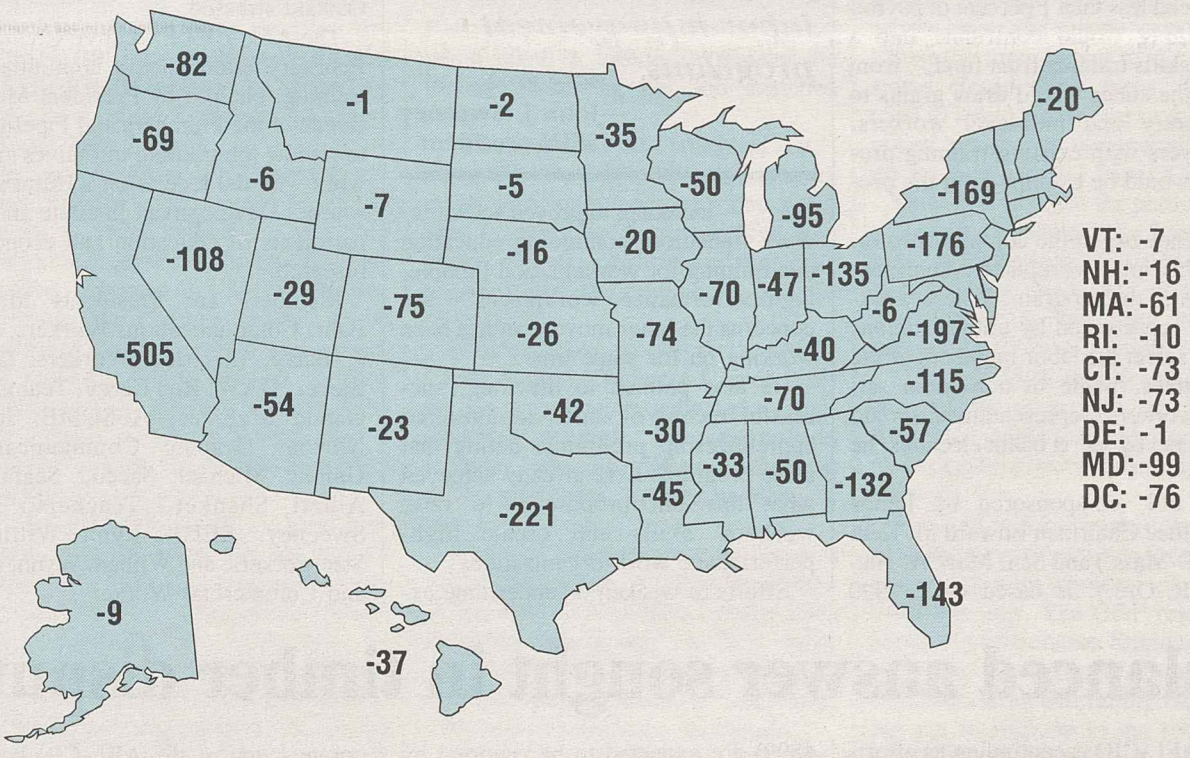
WEFA also says that such an amendment would bring higher unemployment rates across the nation.

In the House, hearings are continuing on H.J. Res. 290, while the Senate resolution (S.J. Res. 18) was reported by the Judiciary Committee last year and is awaiting floor action. A constitutional amendment must be ratified by two-thirds of both Houses and then by three-quarters of the state legislatures.

Earlier attempts to pass a balanced budget amendment went through the state legislatures, an alternative method of amending the constitution. But that drive fell short, and ended after several states rescinded their earlier actions.

## Jobs lost under balanced budget amendment

**Total, in thousands, of non-agricultural jobs, in 1995**




AFL-CIO NEWSGRAFIC

Source: WEFA Study for AFSCME, 5/91

# *Talks buoy the spirits at Ft. RAC*

**Continued from Page 1**

the Food and Commercial Workers; UAW; Electrical Workers; AFSCME; Oil, Chemical and Atomic Workers; Service Employees; Rubber Workers; Iron Workers; and Mine Workers. The unions donated $34,000 to the local.

"Without the AFL-CIO and its affiliated locals, we wouldn't have been able to sustain ourselves for the past 19 months," said Local President Dan Stidham. "Solidarity makes it work."

Jim Baker, executive assistant to AFL-CIO President Lane Kirkland, told the workers that "you put Ravenswood and trade unionists on the map. You are known by millions in the United States, in England, Bulgaria, Romania, Switzerland and all over the world.

"I want to come back when you walk into that factory with your heads held high and take back your jobs," Baker said, evoking a hearty round of applause.

The lockout has had a severe impact on the workers and this one-stoplight community that was built around employment at RAC.

"You just can't take people's jobs from them that they've had 30 years and expect them to lie down," said Fred McGoskey, owner of Fast Freddy's convenience store. McGoskey has donated goods from his store to the workers, and has given his time to show support.

"A lot of these guys saw me grow up," he said. "They used to coach me. They are my friends and have supported my business. I would support them forever."

Other storeowners have put up signs in their businesses with calls such as, "Let's get things settled for everyone at Ravenswood." The dispute has literally torn apart the fabric of the community.

A community with churches on nearly every other corner, Ravenswood now has church members who won't shake hands with other members for supporting the local. Some parents, once glad to coach any kid in the Little League, won't coach children of the scabs or won't coach children whose parents are members of the local.

"There is a whole lot of hurt in the area," said Jerry Carpenter of Jerry's Foodland, another avid supporter of 5668.

But for a few hours during a bright sunny Saturday, everyone was in a festive mood, enjoying hot dogs with the works, chips, unlimited soft drinks and looking to the future.

"This union has stuck together better than anyone ever thought," said Local 5668 member Richard Norford. "That's one of the reasons I think we will get a new contract."

John Himelrick/Image Graphics

**The "Women of Steel"** join in the cry of "One Day More" — the workers vow to outlast the management at Ravenswood Aluminum Corp.

# IUE regains lost pensions at MagneTek

**Continued from Page 1**

retired before Dec. 31, 1991. The annuities, which have been paying 70 percent of the benefits owed to MagneTek retirees since the conservatorship began, will remain in place.

To make up the shortfall, MagneTek will purchase a "backup annuity contract" from a major insurance company acceptable to the IUE to immediately purchase coverage amounting to 30 percent of the value of the Executive Life annuity. This backup annuity would pay the difference between what is paid by Executive Life or its successor and the benefits owed to MagneTek retirees.

MagneTek also will be responsible for paying all the pension benefits if the conservator or Executive Life fails to pay.

MagneTek will become the only pension payer for employees who retire after Dec. 31, 1991 and will increase by 5 percent benefits accrued as of Dec. 31, 1991. In addition, the IUE must approve any reversion of pension plan assets.

This victory proves the value of unions, Bywater said. "Workers can see firsthand that belonging to a union means their rights and security will be protected and fought for . . . As workers unite, incidents like pension ripoffs, workplace deaths and other problems that workers face can be more effectively addressed," he said.

MagneTek was created by Drexel Burnham and other investors in 1984 to make a leveraged buyout of the magnetics division of Litton Industrial Systems, which consisted of a number of plants, including those of the IUE-organized Louis Allis division in Milwaukee and New Berlin, Wis.

Executive Life bought more than 20 percent of the MagneTek common stock, 45 percent of the preferred stock and about 40 percent of the junk bonds.

The IUE contracts with Louis Allis contained a fully funded, contributory pension plan to which employees contributed up to 4 percent of their annual wages to increase their benefits.

Shortly after MagneTek received the pension funds from Litton, it secretly transferred $23 million — more than 80 percent of the fund assets — to Executive Life in return for promises to purchase annuities, according to the suit. No annuities were issued until the state took over the company, the union said.

Between 1984 and 1988, the union said, the company unilaterally merged the MagneTek General Retirement Fund with other MagneTek pension funds, including one that was underfunded.

The company not only made no contributions to the general retirement fund during this period, but used "excess" funds to avoid making contributions to underfunded plans in newly acquired divisions.

While raiding the workers' pension funds, MagneTek purchased a number of electrical manufacturing plants, becoming a $1 billion company employing over 15,000 people.

When the union learned in 1987 of the funds transfer, it began unsuccessful negotiations to gain information from the company. Eventually, the IUE filed unfair labor practices charges with the National Labor Relations Board which were settled in 1989. The union filed suit in June 1990, a year before Executive Life failed.

# Poll shows stronger support for right to strike

**By Muriel H. Cooper**

An overwhelming majority of Americans believe that workers should have the right to strike without the fear of losing their jobs, a new survey shows.

The national telephone poll conducted April 25-26 by the Roper Organization found 72 percent of Americans agreed with that proposition, essentially supporting legislation that would ban the use of "permanent replacements" for striking workers. The survey included 1,009 respondents and has an error margin of plus or minus four percent.

The finding shows a continuing trend toward support for striking workers. A poll conducted two years ago by Penn and Schoen Associates, Inc., showed 65 percent rejecting the notion that companies should be allowed to hire "permanent replacements."

The Roper poll found 73 percent of "baby boomers," those 35-49 years of age, supporting strikers. Seventy-four percent of middle-income Americans, making from $19,000 to $39,000, said they support the right to strike without fear of job loss. And 69 percent of those making more than $40,000 affirmed the right to strike.

Regionally, 77 percent of the respondents in the Northeast, 73 percent in the Northcentral, 68 percent in the South and 73 percent in the West believed workers should be able to strike without fear of losing their jobs.

Brian Turner of the AFL-CIO Industrial Union Department attributes the increase in support for a ban on striker replacement — currently pending in the Senate as S. 55, the Workplace Fairness Bill — to the strong support from coalitions of religious, women, youth, African-American and Hispanic groups.

Turner noted that the general conference of United Methodist Church, in a statement of social principles on collective bargaining, recently declared that "we reject the 'permanent replacement' of a worker who engages in a lawful strike."

Allies such as the church groups have joined with unionists across the country in an effort to persuade the Senate to pass S. 55, which needs 60 votes for cloture, or the limiting of debate. Without cloture, a Senate filibuster could prevent a vote on the bill. The House of Representatives voted 247-182 to pass its version of the bill, H.R. 5, last July.

For workers facing the threat of "permanent replacement," the survey was good news.

"I am elated that this number of people would support this," said Machinists Local 2770 Vice President Tom Morgan in Paducah, Ky., where union workers have been "permanently replaced" at Lourdes Hospital.

"More and more people are becoming aware of this situation," Morgan said. "I feel we are going to get legislation that will allow us to strike without the fear of losing our jobs. Common sense is going to prevail."

The AFL-CIO has argued that employers increasingly are using the "permanent replacement" loophole in labor law as a means to bust unions. That is precisely what the management of Ravenswood Aluminum Corp. sought to do when it locked out 1,700 Steelworkers Oct. 31, 1990, immediately busing in scabs.

Ravenswood businessman Frank Young sees the fight at RAC as a microcosm of U.S. labor relations. "It's more than these people in this county," he said. "CEOs were watching this and waiting for their turn. If they (RAC) had won in busting the union, you would have seen it spread across the country."

# Georgine assails Martin's attack on prevailing wage

By Candice Johnson

Labor Secretary Lynn Martin's proposal to pay less than the prevailing wage to construction workers on federally financed inner-city projects displays a dangerous attitude that implies that anyone can perform construction work, AFL-CIO Vice President Robert A. Georgine said.

"This attitude not only demeans the skills and ability needed to perform construction work but also disregards safety considerations that make a construction site an extremely hazardous environment for untrained workers," said Georgine, president of the AFL-CIO Building and Construction Trades Department.

Instead of proposing lower wages for workers, the administration should encourage sound apprenticeship training programs that will provide young people with valuable employment experience and formal classroom training, Georgine said.

Efforts to gut prevailing wage protections were turned back May 20 when the Senate, by a 63-36 vote, killed an amendment by Sen. Don Nickles (R-Okla.) that would have eliminated both Davis-Bacon and Service Contract Act protections in the Los Angeles aid package.

A Senate Appropriations subcommittee, meanwhile, is considering a ban on Labor Department efforts to slash the protections of the Davis-Bacon Act.

Sen. Tom Harkin (D-Iowa), who heads the subcommittee which oversees the Labor Department's budget, said the panel may take up a measure to restrict implementation of prevailing wage law changes under the Labor Department's 1993 appropriation.

Harkin charged that Davis-Bacon changes, especially those expanding the use of helpers without offering them training or the opportunity to move into journeyman status, would undermine existing apprenticeship programs and allow contractors to take advantage of lower-wage workers.

Georgine said congressional action was necessary to ensure that the Labor Department's provisions on helpers and other measures that "will gut the basic protections" of Davis-Bacon are not implemented.

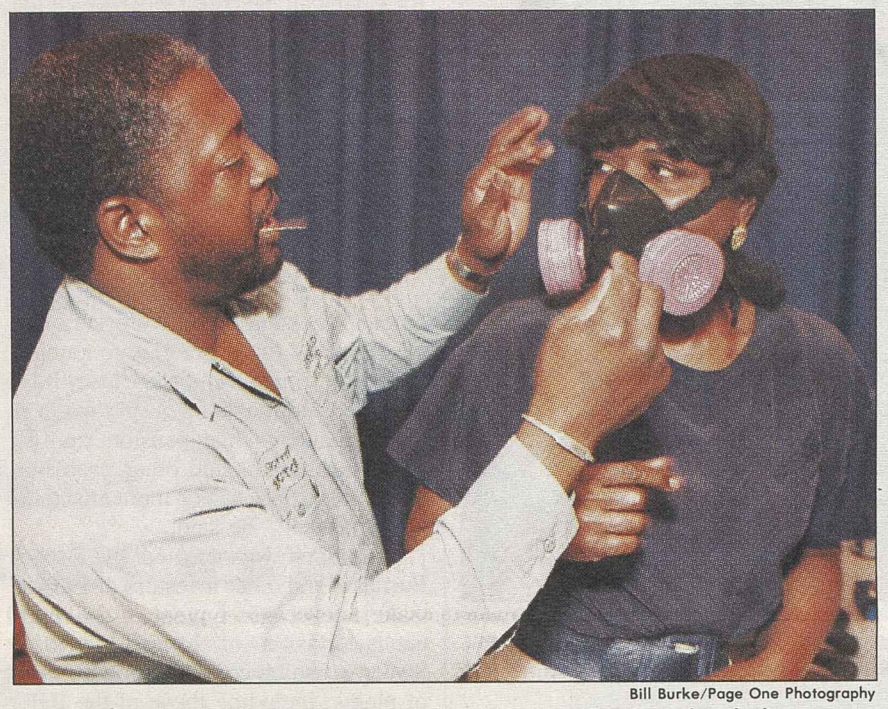
For more than a decade, the Labor Department has been maneuvering to limit the coverage and protections of the Davis-Bacon Act.

In 1982, the Labor Department attempted to issue new regulations that were blocked by a court challenge brought by the BCTD. When a district court lifted the injunction against the changes, Congress stepped in with a ban on implementation adopted as part of an emergency supplemental spending bill in January 1991.

A federal appeals court upheld the Labor Department's claim that congressional action blocking the changes remained in effect only through the end of the 1991 fiscal year.

The Davis-Bacon Act requires that construction workers on federally funded projects be paid prevailing wages for their work and limits the use of "helpers" so as not to undercut work done by workers.

The new regulations broaden the definition of "helper" to that of a "semi-skilled worker," as opposed to the longtime definition — a skilled mechanic who works under and assists a journeyman-level trades person.



Bill Burke/Page One Photography

**As part of** a day-long information and training session on lead abatement in Chantilly, Va., Laborers and other participants review equipment and steps needed to protect workers as they remove materials contaminated with lead. Here, Laborers training instructor Archie Gorman demonstrates how to "fit test" a respirator.

# Health care inequities put Hispanic workers at risk

Hispanics in the United States are far less likely to have health insurance than African Americans or whites, a recent study shows.

The country's employment-based system penalizes Hispanics, who most frequently work at low-paid jobs that do not provide insurance, according to the study, a joint project of the Labor Council for Latin American Advancement, an AFL-CIO support group, and the National Council of La Raza.

The study shows that, in 1990, more than 6.9 million Hispanics, or 32.4 percent of the Hispanic population, were uninsured. That compares with 26.9 million whites (12.9 percent) without coverage and nearly 6.1 million African Americans (19.7 percent).

"This is particularly tragic since Hispanic men are more likely than any other group in the labor force to have back-breaking, low-wage jobs. They are the working poor," said LCLAA President Jack Otero.

"This is unacceptable. Hispanics want this country and this government to stand by its promise of fairness and justice for all."

The report, based on a variety of data sources, including the March 1991 Current Population Survey, found:

- In 1990, only 48 percent of Hispanics were covered by a private source of health insurance, compared with 76.7 percent of whites and 51.8 percent of African Americans.
- Despite their low incomes, Hispanics are less likely than African Americans, though more likely than whites, to receive Medicaid. Hispanics also often live in states that provide limited Medicaid coverage.
- The number of uninsured Hispanics is increasing, while the number of uninsured whites and African Americans has decreased.
- Hispanics 18 to 24 years of age are more likely to be uninsured than any other age group, although the percentage of uninsured Hispanics is far greater than whites or African Americans for every age group.
- Among Hispanic subgroups, Central and South Americans and Mexican Americans are most likely to be uninsured, and Puerto Ricans are least likely to be uninsured.
- As income rises, a larger proportion of Hispanic families remain uninsured than white or African American families at comparable income levels.

"The special demographic and socioeconomic conditions of Hispanic Americans must be addressed as part of the national health care reform debate, in order for Hispanics to benefit equitably," Otero said.

# OSHA criticized for dodging ergonomic, other standards

By Colleen M. O'Neill

The Occupational Safety and Health Administration's failures in standard setting and abatement were detailed by union representatives and others before a Senate hearing.

But the Bush administration continued to downplay the problems and oppose comprehensive reform of the Occupational Safety and Health Act. In testimony before a House committee, the administration contended the proposed legislation would burden business and government.

The House Education and Labor Committee is expected to begin the process of marking up the reform legislation May 28. If the measure is voted out of committee, it would go to the full House for consideration.

House Republicans were preparing to introduce a watered-down substitute measure.

Deborah Berkowitz, safety director for the Food and Commercial Workers, stressed the urgency of a standard for repetitive trauma disorders, such as carpal tunnel syndrome and tendonitis, which she said are now the leading cause of reported occupational illness in the nation.

"The magnitude of the increase in repetitive trauma disorders over the last few years is astounding," she said. "The number of reported cases has more than doubled in the past two years, and increased by more than 550 percent in the last 10 years."

Joan Lichterman, a newsletter editor at the University of California who has been diagnosed with bilateral carpal tunnel syndrome and a whole range of related disorders, said she is "very limited, able to do little for a very short time."

"For example, to clean the bathtub, I sprinkle it with cleanser and, after letting the chemical sit for a while, I scrub the tub with my feet," she said. "Other chores, such as washing the floors, are totally beyond me. My limit driving a car, even with splints, is usually one hour at a time. If I have done too much in a day, brushing my teeth sends pain shooting up my arms."

The Labor Department on April 20 refused to issue emergency regulations on ergonomic hazards, stating that the dangers are not serious enough. Thirty-one unions, including the UFCW, had petitioned for the standard in July 1991.

The ergonomic issue is not the only one where OSHA has dragged out the standard-setting process. Workers have been waiting 17 years for a confined spaces regulation. Had one been in place last June, 20-year-old Homer Stull might still be alive. He lost his life while on the job for National Beef Packing Co. in Liberal, Kan.

> *"The number of reported cases (repetitive trauma disorders) has more than doubled in the past two years, and increased by more than 550 percent in the last 10 years."*
>
> —Deborah Berkowitz
> UFCW safety director

"That Sunday morning, Homer climbed to the top of the (blood) tank to clean the screen, which was his job," his sister, Diann Clodfelter, told lawmakers. "At the time, there were only three workers in rendering. None were supervisors, and Homer had only been at the plant for two weeks.

"When blood decomposes, it lets off toxic gases. Homer had never been told of the hazard, of any need for a respirator, of such a thing as a 'confined space permit,' she said. Homer actually never got to clean the tank. His body was found many hours later, along with his two other co-workers, who clearly had gone in to rescue him."

Besides improved standard setting, the proposed OSHA reform bill would better the abatement process. At the Senate hearing, Michael J. Wright, the Steelworkers' safety director, detailed the need for immediate abatement of identified hazards and supported the imminent danger improvements in the measure as well.

Despite all the testimony clarifying in the most urgent sense the overwhelming need for reforming the 21-year-old OSH Act, Acting OSHA Administrator Dorothy Strunk told a House panel last month "I truly believe, however, that enactment of H.R. 3160 will impede, not enhance, our efforts to provide effective worker safety and health."

Testifying before the House Education and Labor Committee, Strunk claimed that the new regulations would place a burden on OSHA and "excessive confrontation and litigation" would result.

# UNION NEWS

## Unionists face strike, lockout in Pittsburgh

**Continued from Page 1**

Many of the readers signed pledge cards saying if their carrier was fired, they would cancel. An informal television poll showed that 82 percent of respondents would cancel their subscriptions if the Press fired their carriers, Curtin said. The mothers of the youth carriers planned a weekend rally to highlight the plight of their children, he added.

AFL-CIO President Lane Kirkland, in a message to a May 18 rally, pledged organized labor's solidarity with the strikers. "Make sure the people of Pittsburgh understand — when Scripps-Howard takes on the workers of Pittsburgh, it's not only their fight, it's my fight. And I don't intend to lose."

Joining the Pittsburgh unionists at the rally was IBT Secretary-Treasurer Tom Sever, who brought a message of strength and solidarity to the crowd.

"The Press's greed forced this strike," he declared. "It's time to stand up for good jobs in this country."

The AFL-CIO has urged affiliated unions and state and local bodies "to join in every appropriate way in showing their solidarity with the workers at the Pittsburgh Press."

The federation, through its Strategic Approaches Committee, has assigned staff to assist the Unity Council. Frontlash, the AFL-CIO's youth arm, also will assist in organizing and working with the carriers.

An AFL-CIO Executive Council statement called on the management of the paper to negotiate a new agreement "that preserves decent conditions and saves jobs."

The Press employees "achieved a decent standard of living for their families through many years of collective bargaining for fair union contracts. The security of these workers and their families is now needlessly endangered by the refusal of management to sit down and negotiate new agreements," the council said.

The unions involved include the IBT, a paper handlers local of the Graphic Communications Union, a mailers local and typographical division of the Communications Workers, Service Employees, Electrical Workers, Machinists and the Operating Engineers. They represent about 1,250 employees.

The Newspaper Guild, which supports the Unity Council, represents workers at the Post-Gazette, but not at the Press.

In leaflets distributed throughout Pittsburgh, the unions charged that the Press had stopped publishing in an effort to replace the 1,200 union members and to force the Post-Gazette out of business, gaining a monopoly and the freedom to raise subscription and advertising rates.

Len Pulkowsky

**A rally** May 18, the first day of the IBT Local 211 strike at the Pittsburgh Press, drew an enthusiastic crowd.

## Paperworkers, Carpenters send a message to IP shareholders

**By Muriel H. Cooper**

The Paperworkers and Carpenters, joined by other union members and community activists, took their grievances with International Paper Co. to the shareholders' annual meeting in Atlanta, but their proposals were quickly pushed aside by the avowedly anti-union company.

While some 150 pickets demonstrated outside IP headquarters, the shareholders rejected proposals submitted by union shareholders that would bring better corporate accountability, eliminate the golden parachute provisions for top managers and require directors to be elected annually rather than every three years.

Also rejected, by a narrow 53 to 47 percent in proxy voting, was a proposal to do away with the company's "poison-pill" anti-takeover provisions, despite arguments by the Carpenters' Edward J. Durkin that leveraged buyouts no longer threaten the company.

UPIU and the Carpenters charged that the company is unwilling to meet employees and communities halfway — a charge given additional weight by the pronouncement by John A. Georges, IP's chairman and chief executive officer, that "we would prefer operating non-union."

IP has about 70,000 worldwide employees, in which about one-fourth, or 22,000, are unionized. More than 6,000 IP workers have spent as long as four years working without valid labor agreements.

The strained relationship between UPIU and IP began five years when the company forced 2,300 workers on strike and "permanently replaced" them in Jay, Maine. The company's hard line has been catastrophic in Jay, where most of the population was employed at IP's plant before being replaced by scabs.

There are also safety concerns. The Occupational Safety and Health Administration has levied fines for violations in nine major mills, and the Environmental Protection Agency has listed several IP plants as the nation's worst dioxin polluters.

The company was fined $85,000 in April by a Maine Superior Court judge for not complying with a consent decree signed that year. The company also was fined $2.2 million after pleading guilty to three counts of improperly generating, storing and disposing of hazardous waste in Jay and two counts of lying to the government.

"We've known for some time this company doesn't operate in a sound manner, in a way that's healthy for our families in our own towns," said UPIU Local 14 President William Meserve of Jay.

UPIU had tried the week before to block the shareholders meeting with a federal court injunction, challenging as false and misleading the company's proxy statement that IP's environmental record is outstanding.

Although U.S. District Court Judge Charles Brient did not grant the injunction, he did criticize IP for not including the citations and fines in its recommendation not to adopt the Valdez Principles, an environmental statement developed by the Coalition for Environmentally Responsible Economies.

Mark Brooks, UPIU's director of special projects, confronted Georges with the information on IP's federal fines, which were not reported to the company's committee on environment, safety and technology.

Judge Brient suggested that UPIU bring the matter back to court in early June to determine whether he should order a new shareholders meeting. "We plan to do just that, with a strong statement supporting us from the Presbyterian Church," said UPIU President Wayne Glenn.

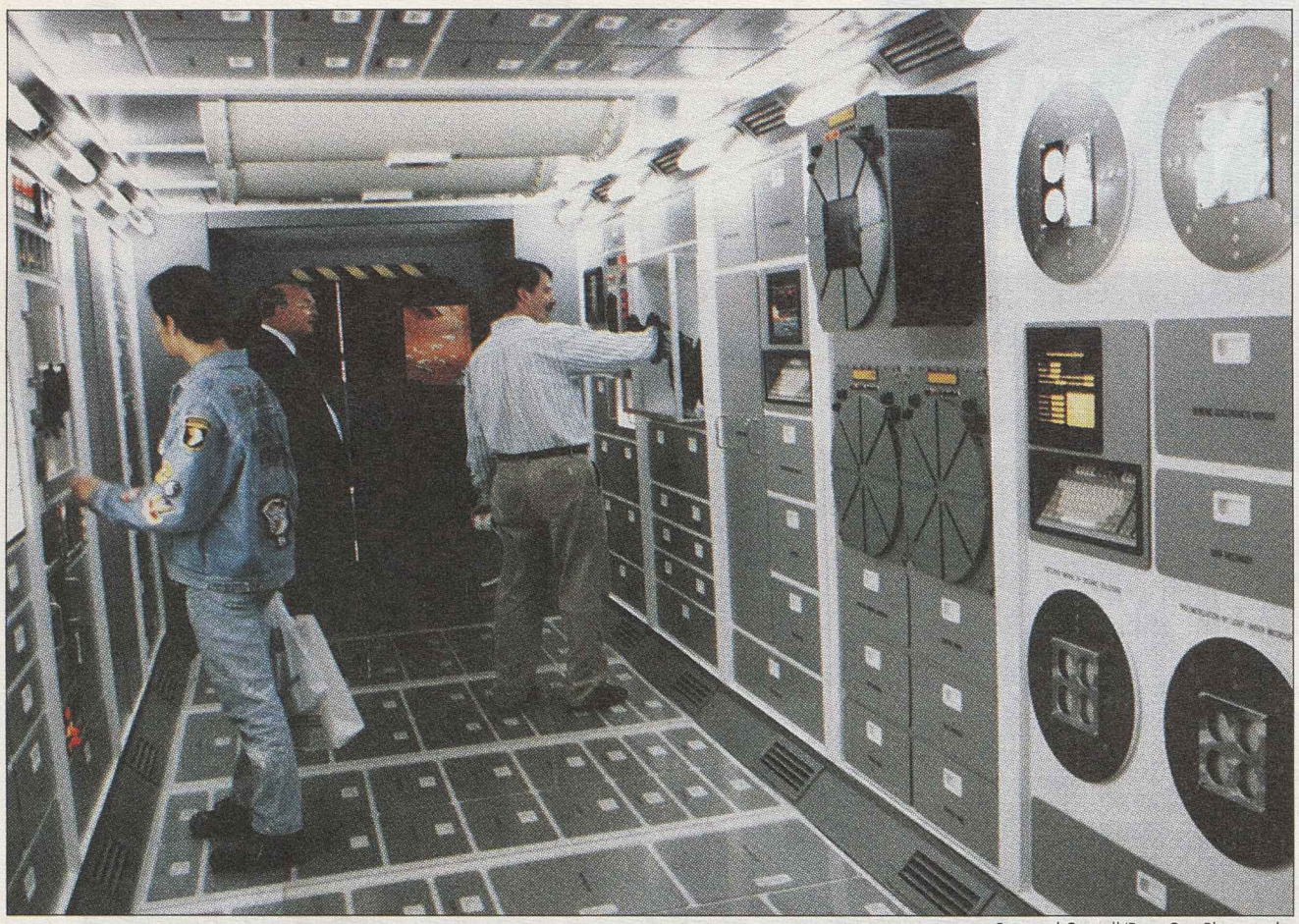
The church owns 31,000 shares of IP common stock and had sought the implementation of the Valdez Principles.

The Carpenters have campaigned against the company's consistent use of non-union contractor BE&K for construction and maintenance work.

"BE&K's anti-worker and anti-community practices have been advanced and supported by IP's constant use of the contractor," said Carpenters President Sigurd Lucassen. Union officials say that almost half of BE&K's contracted work is in IP mills.

Paperworkers photo

**A limousine** carrying International Paper Co. shareholders ran a gauntlet of protesting union members.



Raymond Crowell/Page One Photography

**Visitors are intrigued** by a simulated space station, sponsored by NASA and the Electrical Workers.

# Union-Industries show has international cast

## *Siberian unionists join some 200,000*

**Portland, Ore.**

For the Northern Siberians in town to buy 52 huge union-made loaders for their nickel mines, it was "Union Da" at the 1992 AFL-CIO Union-Industries Show.

The miners stopped by the Oregon Convention Center to see the show during a break in their pre-shipment inspection work at Wagner Mining Equipment Company's nearby production facility.

Some 300 members of the Machinists, Boilermakers, Painters and Teamsters work at Wagner.

The Portland show attracted, in addition to the four miners from Norlisk, Siberia, an estimated 200,000 visitors from throughout the Pacific Northwest. They saw 300 local unions, and unionized companies, show off their skills and their wares under the banner: "Keep America Beautiful — Buy American."

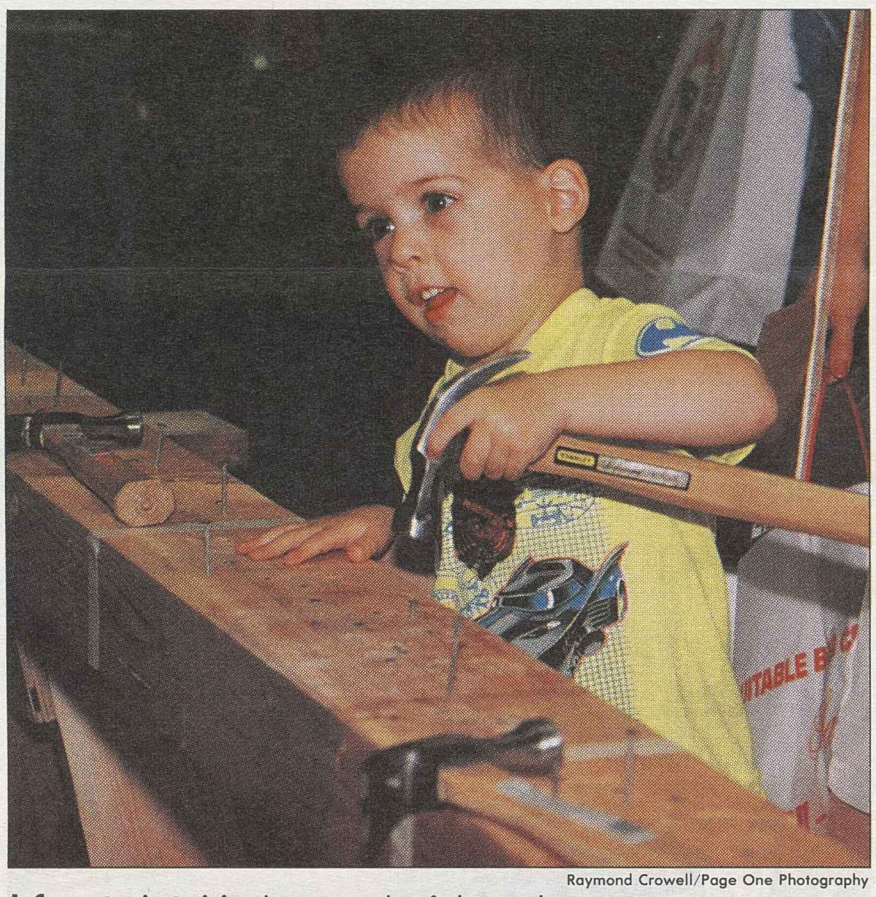
Arkansas Gov. Bill Clinton, the AFL-CIO-endorsed candidate for the Democratic nomination for president, stopped by a reception on the eve of the show's opening.

Clinton praised the quality of the work reflected at the show and won enthusiastic applause when he outlined his support for labor's agenda of jobs, health care and the right to strike without fear of job loss. Former California Gov. Edmund G. "Jerry" Brown also visited the show.

AFL-CIO Secretary-Treasurer Thomas R. Donahue told an opening-day luncheon that the show is "the continuing proof that collective bargaining is alive and well" in the workplaces of the United States.

He said true "competitiveness" can only be achieved when employers "work with their employees in a truly inclusive system, and end the industrial warfare" against their workers.

Union Label and Service Trades Department President James Hatfield presented the department's fourth annual Labor/Management Award to Carhartt Manufacturing, a work clothes company whose employees have been represented by the United Garment Workers for nearly a century.



Raymond Crowell/Page One Photography

**A Carpenter-in-training** learns tools of the trade.

One new exhibit at the show this year, sponsored by NASA and the Electrical Workers, was a simulated space station, Freedom, that show-goers could walk through.

Another popular display was an exhibition of Advanced Digital High Definition Television offered by the Advanced Television Research Consortium that includes NBC and America's two largest TV manufacturing firms, as well as the IBEW and Electronic Workers.

The UAW and General Motors cooperated on a display of heat-sensing technology, in which fascinated show-goers could view their silhouettes on closed-circuit television in a rainbow of colors.

An IBEW "spaceship" and robot, free haircuts from the Food and Commercial Workers, wood construction marvels by the Carpenters and a demonstration of traditional glass blowing by members of the Glass, Molders and Pottery Workers drew their usual enthusiastic crowds.

Other unionists displayed skills ranging from sandstone carving (Bricklayers) to sushi-making (Hotel Employees and Restaurant Employees) to theatrical lighting (Theatrical Stage Employees) to blood-pressure testing (Service Employees).

Union-made merchandise worth hundreds of thousands of dollars was given away, ranging from cereal products to a $17,800 Oldsmobile Achieva, a $12,000 Harley-Davidson motorcycle, a $6,000 Coleman Camper and a $1,700 GE refrigerator.

Richard Perry, secretary-treasurer of the Union Label Department, credited the cooperation of the city and state labor councils for making the show "one of our best ever."

Dennis Kivikko is the show manager for the department, which is planning the 1993 show for St. Louis, May 14-17.

# AFL-CIO adds two firms to boycott list

## *Diamond Walnut and F. L. Thorpe are cited*

Striking workers at two companies can count on union solidarity through national AFL-CIO economic boycotts.

At the request of the Teamsters, the AFL-CIO added to the boycott list Diamond Walnut Growers, Inc. of Stockton, Calif., where 500 members of IBT Local 601 have been on strike since September 1991.

And, at the request of the Steelworkers, the AFL-CIO is boycotting F. L. Thorpe and Co. of Deadwood, S.D., where 90 employees have been on strike since April 1991.

The IBT is contacting companies that use walnuts, asking them not to buy the Diamond brand. General Mills, General Foods, Nabisco, Pillsbury, Nestle and Quaker Oats are among those being contacted on behalf of the Local 601 workers.

The company hired permanent replacements — not in the face of a strike, but in anticipation of a strike. Local 601 members were even forced to train the permanent replacements, according to the union.

The central issues in the strike are wages and health care. The company is only offering an average wage increase of 10 cent per hour for the first year of the contract and subsequent increases tied to the company's reported profitability.

Diamond Walnut, a cooperative owned by over 2,000 growers, controls more than 50 percent of the walnut market in the United States. The company is a subsidiary of Sun-Diamond Growers, a Fortune 500 company.

Workers at F. L. Thorpe and Co. voted for representation by the Steelworkers in July 1990, but the company hired a union-busting law firm and has refused to bargain with the union.

The company, a maker of Black Hills Gold Jewelry, also has been operating with permanent replacements. The workers on the picketline have a total of more than 300 years of experience in crafting quality jewelry. This is the first time they have ever been on strike.

All of the workers are women and more than half of them earn only minimum wage.

# CWA, GTE still talking as strike option open

The Communications Workers have agreed to extend on a day-to-day basis the expired contract with General Telephone Co. (GTE) while talks continue.

CWA members have voted to give union officials authority to call a strike if negotiations break down. CWA represents 5,760 GTE workers in four Southwest states.

The company is demanding extensive givebacks in health care coverage and job security and is pressing for unlimited subcontracting. Yet CWA Vice President T.O. Moses noted that GTE "is one of the healthiest, most profitable corporations in America," making significant increases in profits, revenues, return to shareholders, productivity and new assets last year.

The GTE Southwest talks are the first in a series of bargaining with GTE operations.

# Global push aims to free labor leader

## *Chihana being held by Malawian dictator*

**By James B. Parks**

Trade unionists around the world have united in an international campaign to win the release of Malawian labor leader Chakufwa Chihana.

Chihana has been held without charges since his arrest April 6 as he was returning to his home in Malawi from a meeting with opposition forces outside the country. No trial date has been set.

Concern over Chihana's arrest and Malawi's record of human rights abuses led the AFL-CIO to urge the United States and other nations to withhold economic aid until he was released, political repression ended and anti-democratic policies reversed. The World Bank and Western donor nations agreed May 13 to suspend $74 million in non-humanitarian aid to Malawi because of its repressive policies.

The International Confederation of Free Trade Unions sent a delegation to meet with Malawi's "life president" Hastings Banda, demanding Chihana's release.

Banda told the group that Chihana, who heads the Southern Africa Trade Union Coordination Council, "would get a free and fair trial," said Patrick J. O'Farrell, executive director of the African American Labor Center. Michael Lescault, AALC regional director and Tom Medley, the AALC representative in Zimbabwe, were part of the delegation.

Medley also was part of a three-person group that met with Chihana May 13 for 20 minutes, along with several police and government officials. It was the first outside group to see the labor leader since his arrest. O'Farrell said Medley told him Chihana appeared well and told his visitors he was unharmed.

Chihana was dressed in a suit, shirt and tie, had grown a beard and seemed to have lost about 5-10 pounds, O'Farrell said.

Besides the AFL-CIO and the ICFTU, about a dozen international trade secretariats sent messages to the Malawi embassy and to Banda calling for Chihana's release.

Presidents of several neighboring countries contacted Banda and the Organization of African Unity to lobby for Chihana's freedom. The South African trade unions, COSATU and NACTU, threatened to pressure their government, one of Malawi's major trading partners, to suspend trade unless Chihana is freed. Kenya's COTU also wrote Banda demanding Chihana's release.

Gary Schoichet

**AFSCME member** Pat Joyner signs "unity" during a workshop session of "Building Bridges II: Deaf Workers in the Labor Movement," a New York conference to promote understanding between deaf and hearing persons in unions. The program, attended by more than 100, was sponsored by a coalition of unions, the Lexington School for the Deaf Teachers Association, the New York State AFL-CIO and Cornell University.

# Retaliation urged for Thai repression

AFL-CIO President Lane Kirkland urged the U.S. government to cut off trade advantages for Thailand immediately to send the message to the military rulers that "in a true democracy, victories are won with ballots, not bullets."

Kirkland's action came in the midst of concern among U.S. trade unionists about the fate of several Thai union leaders during the military government's brutal attacks on peaceful demonstrators supporting the democracy movement.

Kirkland asked for U.S. government removal of Thailand from the list of countries receiving trade benefits under the Generalized System of Preferences. The AFL-CIO had petitioned for that removal in May 1991 because of violations of worker rights in Thailand.

Kirkland wrote to U.S. Secretary of State James A. Baker May 20, noting that Thailand's GSP privileges were scheduled for action by the U.S. Trade Representative that same week.

It was Kirkland's third message supporting the Thai democracy movement and demanding the release of opposition leader Chamlong Srimuang. A member of Parliament, Chamlong had been on a hunger strike until he was talked out of it by King Bhumibol Adulyadej. Chamlong was arrested when the bloody crackdown began but subsequently released.

Kirkland's other messages went to Thailand's military leader, Suchinda Kraprayoon. On May 7, Kirkland wrote in an an attempt to head off the bloody repression unleashed by Suchinda's government May 17. Scores of demonstrators were killed and thousands arrested after they protested the end of elected government and Suchinda's appointment as prime minister.

Kirkland had asked Suchinda for "maximum restraint" by the government and respect for "the democratic process and internationally recognized rights of freedom of speech, association and assembly."

"By opening fire on crowds of pro-democracy demonstrators this week, you and your government have displayed a fundamental disregard not only for the democratic process but for human life itself," Kirkland wrote. He asked for a return of Thailand "to the rule of law, free from military intervention" and advised Suchinda of the AFL-CIO's renewed efforts to get Thailand stripped of GSP privileges.

Reports from Thailand indicate warrants have been issued for the arrest of a number of Thai unionists. They include what were the country's largest and strongest unions before state enterprise unions were disbanded in one of the first actions of the generals following the February 1991 military coup.

Many of the leaders of the dormant state enterprise unions have stepped up efforts to regain the right of freedom of association for workers while taking an active role in the democracy movement. The fate of many has been unknown since military opened fire on the demonstrators May 17.

# Union activist Han under siege in China

Recent events in China have raised new fears for the safety of free trade union leader Han Dongfang, who has been invited by AFL-CIO President Lane Kirkland to seek refuge in the United States.

Han, who survived two years in Chinese prisons, was beaten, kicked and shocked with an electric prod by police in a courtroom May 14, when he protested an effort to evict him from his home, according to a United Press International report.

Han, 28, was treated at a local clinic for injuries to his head, groin and wrists. It was originally reported he was not seriously hurt, but the AFL-CIO learned on May 19 that he had to return to the hospital.

Han has filed suit in Chinese courts over the beating.

The incident came a week after the Chinese government assured the U.S. State Department that Han would be allowed to leave the country. Han apparently has won the approval of his old work unit in the railway system to travel abroad, the last stumbling block to gaining a passport.

Han, a leader of the Beijing Autonomous Workers Federation, has continued to agitate for free trade union rights since his release from prison. He recently told Western journalists that he had been denied a petition to demonstrate in front of the Great Hall of the People against a law that would continue Communist Party control of labor unions.

# Nicaraguan unionists use ESOP to buy part of Pepsi plant

**Managua, Nicaragua**

With assistance from the AFL-CIO, workers at a Pepsi-Cola bottling plant here bought part of the company after it was de-nationalized by the nation's rulers.

The workers' trust fund, INTRA-ENSA, bought 11.3 percent of the total shares of the company, with the government financing the purchase.

The trust, composed of elected worker representatives, has a seat on the bottling plant's board of directors.

The stock ownership effort began to take root in 1991 with a visit to Managua by Jack Heberle of the American Institute for Free Labor Development and John Zalusky of the AFL-CIO's Department of Economic Research.

The Pepsi employees, members of a free democratic trade union formed by Nicaragua's Confederation of Trade Union Unity (CUS), wanted to guarantee that workers could participate in the government's privatization effort.

A top priority of the government of President Violeta Barrios de Chamorro was to divest itself of hundreds of businesses that had become state property under the Sandinistas. The government reached agreement in 1991 with the Sandinista-controlled labor federations and state enterprises that allowed workers to obtain up to 25 percent of the state-owned shares.

The CUS union, which had existed for only a year, sought AFL-CIO help in devising a strategy for workers to participate in the privatization. After meeting with Zalusky and Heberle, several of the union members attended classes on employee stock ownership plans at the George Meany Center for Labor Studies.

The union proposed the stock purchase plan, which was accepted by the government on Dec. 10, 1991.

# ECONOMY

## Executive pay up 26%, tops workers 104 times

By John R. Oravec

America's corporate executives shrugged off the onus of slipping profits as their paychecks climbed to new highs in 1991.

At the top of the heap was Anthony J.F. O'Reilly, the head boss at H.J. Heinz Co., who pulled in $75 million. His average weekly income of $1,442,307.59 was 4,000 times more than the pay of the average U.S. worker, who earned $354.66 a week before taxes.

As the board chairman and chief executive officer of Heinz, O'Reilly was among the hundreds of corporate bosses who collected extravagant pay envelopes last year despite the lingering recession, overall sluggish company performance and mass layoffs.

The CEOs of blue-chip companies pocketed an average of $2.5 million each with their salaries, bonuses and stock awards for an increase of 26 percent over their 1990 compensation level, according a Business Week magazine survey. Of the 800 chief executives covered by a Forbes magazine survey, the average compensation was $1 million in 1991.

But on the shop floor, the average working stiff earned about $18,542 in 1991, an increase of 2.6 percent over the year, according to the Bureau of Labor Statistics.

And AFL-CIO chief economist Rudy Oswald noted that while the compensation of CEOs increased an average of $10,000 a week, factory workers got a 3 percent pay raise of $13 a week — not enough to keep up with the 4.2 percent rise in the cost of living.

O'Reilly was far ahead of the other 10 highest-paid CEOs —who pulled in from $12 million to $34 million for the year.

According to Business Week, some of America's top corporate officers did take short-term pay and bonus cuts of 7 percent in lowering their salaries to an average of $1.1 million during the 1991 recession year, as profits slipped 18 percent.

However, by exercising their long-term awards, including stock options and other perquisites, the CEOs more than made up for the salary cuts to end up with the overall 26 percent compensation increase.

After O'Reilly's $75 million at the top of the the CEO compensation club came Martin J. Wygod, chief executive at Medco Containment Services Inc., who took a 21 percent cut in base pay last year. Yet, he managed to garner a total compensation package of $34 million.

Others in the 1991 top five are Leon C. Hirsch of U.S. Surgical Corp., $23 million; John C. Malone of Tele-Communications Inc., $19 million; and Richard K. Eamer of National Medical Enterprises Inc., $18 million.

Further down the list, according to Business Week, are Sanford I. Weill of Primerica Corp., $16 million; Hammish Maxwell of Philip Morris Cos. Inc., $16 million; William P. Stiritz of Ralston Purina Co., $14 million; Richard L. Gelb of Bristol-Myers Squibb Co., $13 million; and William A. Schreyer of Merrill Lynch & Co. Inc., $12 million.

While total CEO compensation has been on the climb, corporate board rooms have pursued a campaign to keep wages down on the shop floor, insisting that is the solution to make America competitive in the world market and to hold down prices.

The campaign is a partial success. During the 1980s, wages rose a total of 53 percent — not enough to keep pace with rising prices — while CEO pay shot up 212 percent.

In 1980, the pay of an "average" CEO was 42 times more than that of a factory worker, Oswald noted. By 1990, the CEO rate was 85 times more. With their 26 percent increase last year, CEO pay climbed to 104 times that of the factory worker.

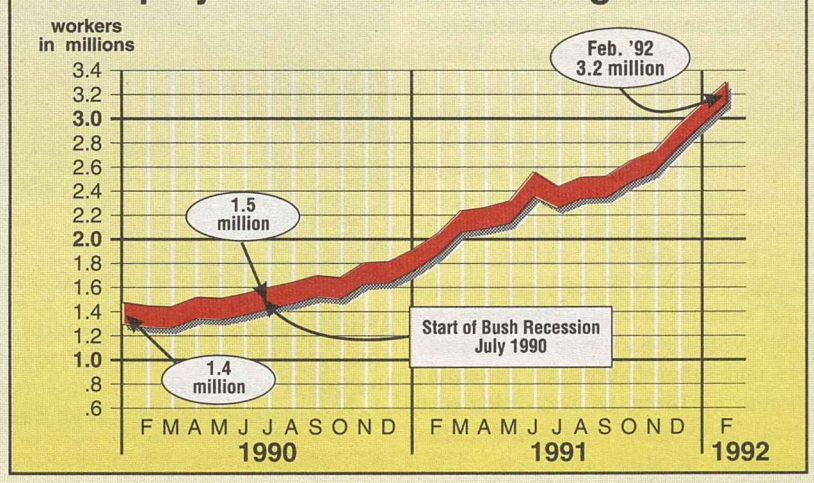
However, the corporate CEOs do not have an exclusive lock on the runaway compensation, Business Week reported. For example, Executive Vice President Turi Josepsen of U.S. Surgical drew total compensation of $24 million last year while Chairman Bob Magness of Tele-Communications collected $18 million.

The highest-paid CEO over the last five years is Steven J. Ross of Time Warner Inc., who collected $138 million from 1987 through 1991, Forbes reported. Next is Charles Lazarus of Toys 'R' Us, who drew $89 million in the last five years.

## Significant statistics

### Long-Term Jobless

**Unemployed 15 weeks or longer**




Of the 9.2 million unemployed Americans in April, some 3 million workers had been jobless 15 weeks or longer. After soaring to 3.2 million in February, the jobless rate recorded a slight decline during the last two months, the Bureau of Labor Statistics reported. Even so, the number of workers trapped in long-term joblessness was twice the amount at the start of the Bush recession in July 1990.

| | |
|---|---|
| **April jobless rate** | 7.2 percent |
| Unemployed workers | 9.2 million |
| **Initial UI claims Week of May 2** | |
| Seasonally adjusted | 424,000 |
| Change over week | +10,000 |
| **Consumer prices** | |
| April CPI-W | +0.2 percent |
| Public transportation | +0.7 percent |
| **Real weekly earnings** | |
| April | −0.6 percent |
| From April 1979 | −11.6 percent |
| **Housing starts** | |
| April | −17 percent |
| Units — annual rate | 1.1 million |
| Building permits | −3.3 percent |
| **Foreign trade deficit** | |
| March (all merchandise) | $5.8 billion |
| Manufactured goods | $5.0 billion |

AFL-CIO NEWSGRAFIC

## Slight dip in unemployment rate little improvement in economy

**Continued from Page 2**

workers who dropped out of the labor force and 6.3 million in part-time jobs who could not get full-time work.

Workers in goods-producing industries are taking the brunt of the economic stagnation, with their jobless rate averaging 9.6 percent in April. In key sectors, the jobless rates were 16.6 percent in construction, 7.6 percent in manufacturing and 7.1 percent in mining. In the lower-wage service-producing industries the unemployment rate averaged 6.7 percent last month.

Dire employment conditions will keep about one-third of the 1.1 million 1992 college graduates unemployed, since many entry-level positions have vanished during the Bush recession, according to two university studies.

A Michigan State University survey of 464 employers in business, industry and government showed that about half plan to hire fewer graduates from the class of '92 than in past years.

"This is the most serious cutback in the job market since we began surveying employers 21 years ago," said L. Patrick Scheetz, director of MSU's Collegiate Employment Research Institute.

Similar findings were reported in a survey of 259 businesses by Northwestern University.

## Worker buying power falls despite small inflation rise in April

Weekly earnings of most U.S. workers fell 0.6 percent in April after adjustment for inflation, even though consumer prices edged up only 0.2 percent.

The Bureau of Labor Statistics traced the drop in real pay to a 0.3 percent decline in average weekly hours and a 0.1 percent reduction in hourly earnings. Real weekly pay also decreased 0.7 percent in March, when the consumer price index for urban wage earners (CPI-W) rose 0.5 percent.

Over the past 12 months, workers managed to inch ahead of the rise in the cost of living by a slight 0.1 percent, as wages increased 3.1 percent while the inflation rate escalated 3.0 percent.

But over the longer term, inflation has wiped out workers' pay gains — with the biggest setbacks coming in the 1980s, AFL-CIO economist Anne Draper noted. As a result, real weekly earnings last month were 11.6 percent below April 1979, Draper said.

The April price index was a mixed bag in the overall CPI-W advance of 0.2 percent. Food and beverage prices were unchanged after rising 0.6 percent in March and clothing prices declined 0.8 percent after a 0.9 percent surge the month before. Meanwhile, the index components for medical care, transportation and entertainment all advanced 0.6 percent. Housing costs edged up 0.2 percent.

In the first four months of 1992, the price index has risen at an annual rate of 3.9 percent.

### Housing starts fall 17%

The construction of new single-family homes and apartment units plunged 17 percent in April to an annual rate of 1.12 million dwellings. The decline was the sharpest in eight years, the Commerce Department reported.

Housing construction has been on a steady decline since the mid-1980s, falling from 1.8 million units in 1986 to 1.0 million in 1991. If the downturn continues, the home-building rate could fall this year to the lowest level since the 1930s Depression.

Despite the lowest home mortgage rates in more than a decade, starts of single-family houses slipped for the second straight month in April, falling 10.6 percent to a rate of 963,000 units. Starts of apartments plummeted 43 percent last month to 152,000 units.

A day before the government reported the plunge in home construction, President Bush commended the National Association of Home Builders for bolstering economic recovery. "As housing goes, so does the economy," Bush declared.

## Newsmakers

New York City Fire Fighter **Thomas M. Kennedy** of Local 854 organized a campaign of IAFF donations to the Campbell County, Tenn., school system, where children were told they would be unable to attend school for four months because there was no money to operate the buses. Fire Fighters were asked to contribute 50 cents apiece to keep the buses on the road until the end of the school year.

Muscular Dystrophy Association 1992 Poster Child **Drew Johnson** recently paid a visit to Fire Fighters President **Alfred K. Whitehead** and Secretary-Treasurer **Vincent J. Bollon** in recognition of the millions the union has raised to fight MD. The IAFF raised more than $8.5 million last year, with fund drives ranging from bed races to car washes to dunk-the-mayor contests to fill-the-boot campaigns, in which Fire Fighters solicit contributions from the public with fire boots, buckets and helmets.

Government Employees President **John N. Sturdivant** hailed departing Office of Personnel Management Director **Constance Newman** as "a great leader at a time when decisive leadership was especially critical at OPM," and he took note of her many accomplishments, including the white-collar pay reform law. Newman is leaving to take a position with the Smithsonian Institution.

**Marvin Runyon** has been appointed the 70th U.S. Postmaster General. Runyon currently is chairman of the Tennessee Valley Authority, a federally owned electric utility, and is former head of Nissan's auto operations in the United States. Letter Carriers President **Vincent Sombrotto** said his union "looks forward to working with the new postmaster general for the continued improvement of job security, working conditions and wages and benefits for all letter carriers." Runyon, who will assume his duties July 6, succeeds **Anthony M. Frank.**

Anne Martens/Page One Photography

**The Newspaper Guild** presented its Heywood Broun award to Donald L. Barlett (left) and James B. Steele of the Philadelphia Inquirer for "America: What Went Wrong," a 1991 nine-part series that documents how the American dream became a nightmare for many Americans. One of the judges, Ron Cohen of Gannett News Service, introduces the reporters as Guild President Charles Dale looks on. The award, which is named for the Guild's founding president, carries a $2,000 grant. Steele and Barlett, members of Guild Local 10, also won the Broun prize in 1973. "America: What Went Wrong" is now available in paperback for $6.95, plus $1 for shipping and handling, by contacting Cathy Massma, P.O. Box 419150, Kansas City, Mo. 64141.

### AWARDS

**Mary Harris "Mother" Jones** and **Sidney Hillman** have been elected to the Labor Hall of Fame. Jones, who devoted almost 60 years to the labor movement, clashed with authorities often while drawing attention to the plight of working Americans in the early days of the labor movement. Hillman, the first president of the Amalgamated Clothing Workers, campaigned for unemployment benefits and Social Security and helped shape the programs of the New Deal.

The Sidney Hillman Prize Awards for 1991 — recognizing journalists and activists who have used the media to decry racial injustice — were presented at a May 13 luncheon in New York City. The winners were **Nicholas Lemann** for the book "The Promised Land;" **Laurie Udesky** for her article "Punishing the Poor," which appeared in "Southern Exposure Magazine;" the Philadelphia Inquirer for the series "America: What Went Wrong?" by **Donald L. Barlett** and **James B. Steele; Gary Covino,** producer of "Soundprint," for an investigative broadcast piece on David Duke; and the California Working Group for the show "This Far By Faith," a report on the Mississippi Delta catfish workers' struggle to organize. Special awards were given to the Henry Street Settlement for a 100-year history of innovative and comprehensive services for homeless families, and to Clothing and Textile Workers joint boards in Philadelphia, Chicago and Central States for retiree housing.

Food and Commercial Workers President **William H. Wynn** received an honorary doctor of human services degree from Caldwell College May 17. Caldwell President **Sister Vivien Jennings,** O.P, cited Wynn for "combining his vocation of representing the interests of working people with his avocation of extending social justice to all."

### DEATHS

**Wilbur Hobby,** former COPE regional director and president of the North Carolina AFL-CIO, died May 9 in Durham, N.C., after an extended illness. He was 66.

Hobby joined the Tobacco Workers in 1946 and shortly thereafter became active in union politics, eventually serving 13 years as COPE regional director for the South. In 1969, he was elected president of the State AFL-CIO, where he served until 1981. During his tenure, he was named 1971 Labor Man of the Year by Histadrut. He ran for governor of North Carolina in 1972.

Donations may be made to Disabled American Veterans or the Hamlet Victims' Assistance Fund, United Way of Richmond County, 101 Rockingham, Rockingham, N.C. 28379.

**Edward P. (Bud) Murphy,** former secretary-treasurer of the Union Label and Service Trades Department, died May 7 in Bethesda, Md., after a stroke. He was 75.

A native of Cleveland, he began his union career there with the Retail Clerks. He joined the Union Label and Service Trades Department in Cleveland and came to Washington in 1955. He retired in 1976.

**Robert Joseph McCarthy,** national railroad coordinator for the Machinists, died in Washington May 5 of liver cancer. He was 63.

McCarthy had been in the trade union movement for more than 40 years, joining IAM Local 739 in 1951. He became a part of the IAM staff in 1974 as a special representative in Chicago, and also served as a grand lodge representative before becoming railroad coordinator in September 1984.

Survivors include his wife Marie and seven children.

Donations may be made to the American Cancer Society.

### CORRECTION

**Tom Morgan** is vice president of Machinists Local 2770 in Paducah, Ky., not the president, as stated in the May 11 issue of the AFL-CIO News. **Keith Bradley** is president of the local.

## Resources

### CONFERENCES

"Let's Put America Back to Work for the People" is the theme of the 30th national **AFL-CIO Conference on Community Services,** June 16-18, at the Hyatt Regency in Atlanta. The registration fee is $225 per delegate. For further information, contact the AFL-CIO Department of Community Services, 815 16th St. N.W., Washington, D.C., 20006.

The **A. Philip Randolph Institute National Education Conference** will be held June 25-28 at the Hyatt Regency on Capitol Hill in Washington. This conference is aimed at increasing the legislative awareness of APRI members. For registration and information, contact APRI at 1444 Eye Street N.W., Washington, D.C.

**Labor and the Environment in a Global Economy,** a U.S.-Canadian conference co-sponsored by the Oregon and Washington AFL-CIOs, will be held June 4-6 in Vancouver, B.C. Lynn Williams, president of the Steelworkers, and Mark Anderson, AFL-CIO director of the task force on trade, are among the scheduled speakers.

### PUBLICATIONS

**The 1992 Leadership Training Manual** gives an overview of how the legislative process works, as well as labor's key legislative, social and economic issues for 1992. An accompanying **Instructors Guide** offers suggestions on how to use the manual in meeting or classroom settings. Copies are $2 each through the AFL-CIO Department of Education, 815 16th St. N.W., Washington, D.C., 20006.

**Talking Union One-on-One: Conducting Surveys to Guide Collective Bargaining and Internal Organizing Activities** explains how to conduct an organizing survey within an overall One-on-One canvassing effort. Single copies are available from the AFL-CIO Department of Education, 815 16th St. N.W., Washington, D.C. 20006.

### VIDEO

**Songs of Solidarity** is a new 40-minute videotape featuring the music of Solidarity Day 1991. Songs about union pride, organizing, trade, civil rights, workplace safety, health care reform and labor's anthem, "Solidarity Forever," are intercut with scenes from labor's march on Washington. Copies of the television documentary are $10 each from the Labor Institute of Public Affairs, AFL-CIO, 815 16th St. N.W., Washington, D.C., 20006.

**Made in America** is a new four-hour television series that will air May 26 and 27 from 8 p.m. to 10 p.m. EDT on PBS stations. The broadcast will look at American industry, raising questions about the nation's economic health. Robert Reich, Harvard University economist, is the host. The show is produced by the Science Unit at WGBH-TV in Boston.

### TRAINING

**Safety in the Laboratory** is a course offered June 22-26 by the National Institute for Occupational Safety and Health's Division of Training and Manpower Development for lab workers and supervisors, industrial hygienists and safety professionals. The course will be held at R.A. Taft Laboratories in Cincinnati. For a listing of NIOSH courses for the remainder of 1992 through 1993, call the training registrar at 513/533-8225.

# Union members pitch in to help L.A. community

By Sharolyn A. Rosier

Organized labor is reaching out to provide assistance to victims of the conflagration in Los Angeles — donating money, setting up food banks and counseling, information and referral services.

Bill Robertson, executive secretary of the Los Angeles County AFL-CIO, noted that instant action by the federation "in triggering funds for Angelenos stricken by neighborhood fires and destruction again exemplifies labor's invariable response when people's needs are at issue."

Contributions are being handled through the Los Angeles Emergency Assistance Fund, established with a $25,000 contribution by the AFL-CIO Executive Council on May 6. Donations should be made payable to the AFL-CIO Secretary-Treasurer, who is forwarding funds to the L.A. AFL-CIO.

More than 10,000 union members are out of work because of the destruction. William H. Wynn, president of the Food and Commercial Workers, told the Executive Council that 5,000 of those workers are members of his union, with the stores where they worked among the buildings burned.

Referring to the Bush administration's indifferent response to the outbreak of violence in the wake of the acquittal of white police officers who beat black motorist Rodney King, Robertson added, "Rhetoric is cheap, but what labor has done is what the community needs."

The Bush administration sought to scapegoat Great Society programs for turmoil in the cities, but the National League of Cities has noted that the Bush and Reagan administrations were responsible for cutting 36 percent of federal grants to states and cities in the past decade.

Lack of funding has intensified ill feelings in the cities, where jobs and economic growth have diminished, the AFL-CIO pointed out. Public employees have been laid off and assistance for training has decreased. Funds for infrastructure are almost nonexistent.

"Our do-nothing president has failed to develop anything approaching a policy to deal with the problems of the inner city," AFL-CIO President Lane Kirkland said.

Appearing at a news conference with Robertson, Steven Coyle, executive director of the AFL-CIO Pension Investment Program, announced that $75 million in union pension funds will be invested in rebuilding projects in the city.

The Los Angeles County AFL-CIO has received more than $200,000 in contributions from international unions. One of the largest gifts by any organization, labor or business, was $100,000 from UAW.

Outreach efforts in south central Los Angeles include a massive emergency food distribution operation coordinated by the local central body. Thus far, food has been distributed at the Praises of Zion Missionary Baptist Church and Oriental Mission Church.

Praises of Zion Missionary Baptist Church is in an area estimated as hardest hit by recent burnings and violence. Distribution was supervised by the pastor, the Rev. J.L. Hardwick, to the largely African-American and Hispanic community.

More than 1,000 Korean families also received bags loaded with groceries and other supplies at the Oriental Mission Church.

Dan Swinton/Los Angeles AFL-CIO

**Minority youth** in the L.A. Conservation Corps, hired by the central labor council, stuff bags of donated food.

The outreach effort, appropriately called L.A. Basin: Operation Rebirth (LABOR), has been successful because of the massive support from from union volunteers, the American Red Cross, and the L.A. Conservation Corps, according to Armando Olivas, community services representative for the Los Angeles federation.

The corps, a non-profit job-creation program for minority youth, was hired by the county federation to bag food staples for distribution. The food bags included spaghetti, boxed macaroni and cheese, crackers, cereal, pinto beans and flour. More than 40,000 disposable diapers also have been distributed.

"This is only the first step in what we plan as a continuing effort to help the people rebuild and revitalize this community," said Robertson.

For the many union members who are jobless and without the necessary resources to seek emotional and physical help, the local central body and the United Way are co-sponsoring the information, counseling and referral service.

All social services are being coordinated from the United Way office at 621 South Virgil Ave., Los Angeles, 90005. Assistance can also be offered to union volunteers staffing a hotline at 800/660-7177.

A fund developed by Teamsters Local 420 and Transit Mixed Concrete Co. also has been established for Reginald Denny, a member of IBT Local 420 and Transit Mixed Concrete employee who was dragged from his truck and severely beaten.

Denny has been released from the hospital and is 90 percent recovered, the union said.

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MAY 25, 1992

AFL-CIO NEWS

# INSIDE

**1** ***IUE regains pensions for MagneTek workers***

The Electronic Workers win a big settlement covering thousands of workers in a class action suit that challenged a company's investment of retirement funds in junk bonds.

**2** ***Platform committee hears workers' pleas***

Union witnesses testify at the Democratic Party's platform committee hearing in Cleveland while the AFL-CIO awaits word on whether Republicans will invite similar testimony.

**4** ***Balanced budget bill damage is quantified***

A new study by Wharton Econometrics estimates that more than 3 million jobs would be lost and taxes would increase drastically under a proposed balanced budget amendment.

**2** ***Studies spotlight shift to low-wage economy***

The nation's continued slide toward a low-wage economy is documented in two new studies, which show that a growing number of Americans are being saddled with low-paying jobs.

**3** ***Joint committees key to training success***

The AFL-CIO pressed Congress to endorse full participation of workers and their unions — through labor-management committees — in a proposed job-training bill.

**10** ***Top exec pay rises while economy flops***

The pay of America's top corporate executives climbed to 104 times that of workers in 1991, up from 42 times as much in 1980 and 85 times as much in 1990.

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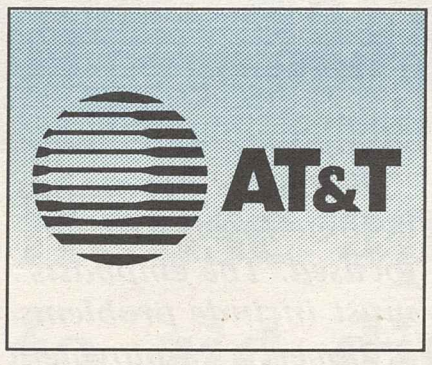


**Unions at AT&T** plan series of actions to boost stalled negotiations. **See story Page 7.**

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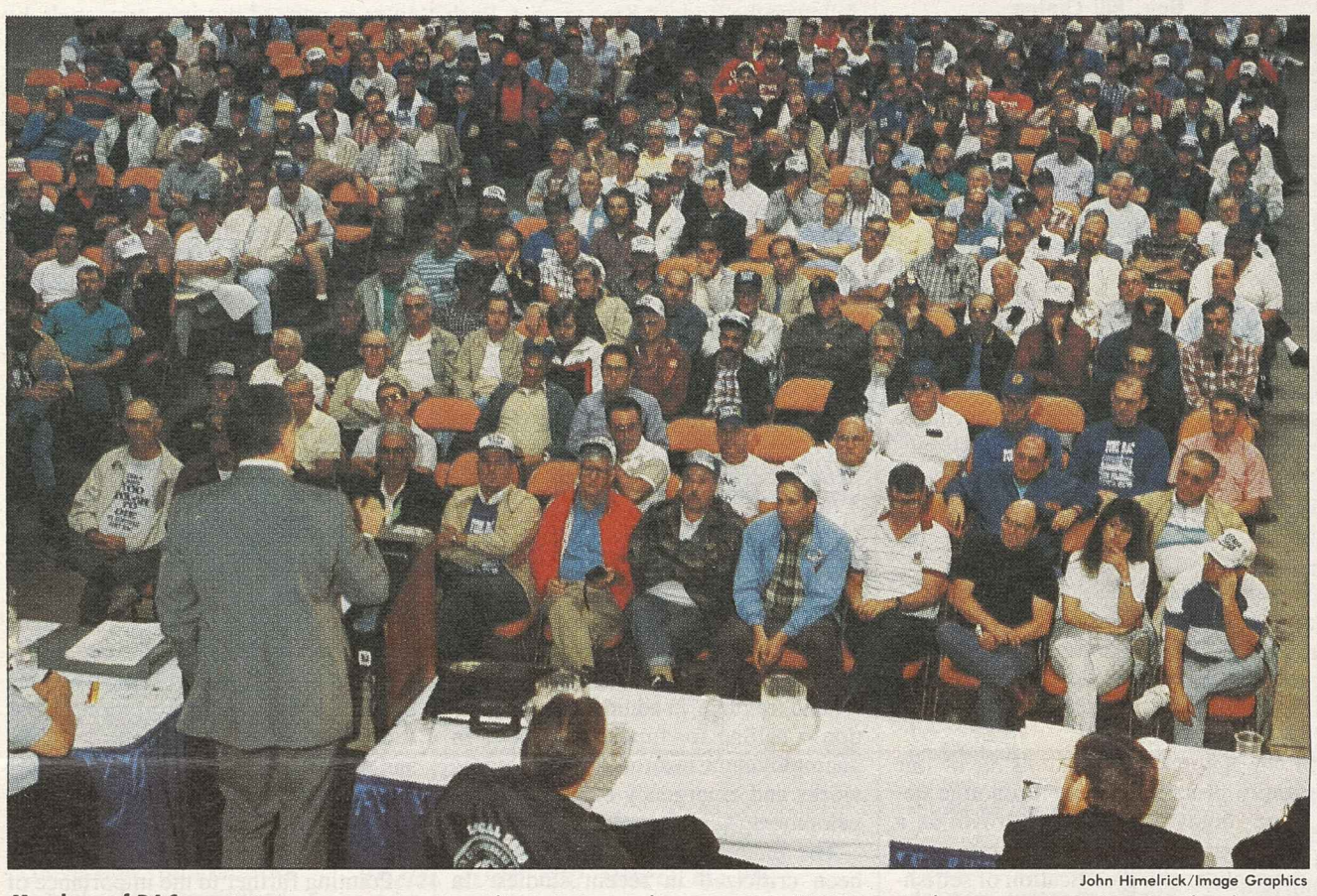


John Himelrick/Image Graphics

**Members of RAC** negotiating committee outline proposed contract to USWA members at a meeting in Charleston.

# Steelworkers weigh RAC contract

**By Muriel H. Cooper**

Steelworkers locked out 19 months ago by Ravenswood Aluminum Corp. are voting on a contract that would put them back to work with raises and back pay and terminate the "permanent replacements" who took their jobs.

The 1,700 Steelworkers from Local 5668 in Ravenswood, W.Va., are casting mail ratification ballots that will be counted June 12. The tentative settlement was announced May 27 after what was described as a marathon bargaining session by the USWA and RAC.

Under the tentative contract, RAC would pay about $3.5 million in back pay, or $2,000 per worker, settling unfair labor practice complaints against the company. As part of the back-pay agreement, USWA members would share in future RAC earnings from a "progress sharing plan" based on company profits.

The proposal, presented to the workers during a meeting in Charleston on May 30, would raise wages $1.25 an hour over the contract's three-year term, with an initial 75-cent increase followed by increases of 25 cents each in June 1993 and June 1994.

Cost-of-living adjustments, currently paying 74 cents an hour in addition to the hourly wage rate, would be continued. The next COLA is scheduled for September.

If the contract is ratified, workers are expected to be back in the plant by June 29, displacing the 1,100 scabs and about 200 contract workers who took their jobs. The scabs would have no recall rights under the proposal, the USWA said, and the tentative contract also requires the company to get rid of outside contractors.

"This proposal is the result of 19 months of unparalleled solidarity by the members of Local 5668, the unflagging support of the labor movement, both in the United States and abroad, and fair-minded people who are repelled by the use of scabs to support illegal lockouts and union-busting," said USWA Vice President George Becker and USWA District 23 Director Jim Bowen in a joint statement.

The USWA, working with the AFL-CIO Strategic Approaches Committee and the Industrial Union Department,

**Continued on Page 9**

# Showdown on S.55 set in Senate

The Workplace Fairness Bill, approved last summer by the U.S. House of Representatives, was scheduled to be formally placed before the Senate June 9.

Union presidents on the AFL-CIO Legislative Priority Committee were scheduled to meet with AFL-CIO President Lane Kirkland the day before the bill, S. 55, is put before the Senate.

The legislation, which bans the hiring of "permanent replacements" for strikers, has been the subject of a major effort by the AFL-CIO and its allies in the religious, civil rights, legal and consumer communities for the 11 months since House action. Supporters need 60 votes in the Senate for "cloture," which would shut off stalling tactics that may include amendments or procedural delays.

Officers of state AFL-CIOs and other central bodies and local unions in key states have been contacting senators seeking verification from supporters and seeking votes from the final handful of undecided senators. That effort was redoubled June 3 when word came of the likely date for Senate action.

Kirkland told the AFL-CIO Executive Council in May that his conversations with senators convinced him that some senators were not going to make a decision until the bill and the cloture issue actually were before them on the Senate floor.

The purpose of the bill is to close the loophole in the nation's basic federal labor law that paradoxically forbids the firing of workers for striking but allows that they be "permanently replaced." That contradiction was put into the law by the Supreme Court more than 50 years ago, but not extensively used until recent years.

**Continued on Page 9**

# Economic solution offered for U.S. competitiveness lag

**By John R. Oravec**

The United States will not be able to create a more competitive economy until it corrects its many economic blights, ranging from excessively high unemployment to the deteriorated infrastructure, AFL-CIO Secretary-Treasurer Thomas R. Donahue told a Senate hearing.

The problems of competitiveness are borne in the nation's damaging trade deficits, lost jobs and earnings, as well as its endangered technological edge, Donahue said.

"The economic failures of the 1980s carry over into the 1990s," he testified before the Senate Finance Committee. "While the United States is still the world's leader in productivity, it has slipped to 13th place among industrialized countries in terms of wage rates, and 17 million workers are partially or fully unemployed — thus involuntarily non-productive."

Zeroing in on the current drain of human resources and lost efficiency, Donahue stressed that "unemployment is not only a personal tragedy for its victims, it is a terrible economic waste."

Global competitiveness cannot be isolated from the broad national issues that include slow economic growth, weakened financial institutions, misdirected business investment and self-damaging U.S. trade and tax policies, he said.

Donahue said the nation should pursue goals to:

- Fully employ the productive U.S. workforce.
- Encourage positive labor-management relations by outlawing striker replacements.
- Bolster education and worker retraining programs, and maintain income for the unemployed.
- Address health care costs, coverage and quality care.
- Use trade and tax policies to foster U.S. production and employment.
- Establish an industrial policy keyed to maintaining the U.S. lead in technological advancement, while converting the military-industrial complex and its workers to peacetime purposes.
- Improve the infrastructure to

**Continued on Page 5**

# Clinton over delegate top; women gain

By Michael Byrne

Gov. Bill Clinton clinched the Democratic nomination for president June 2 with a sweep of six state primary contests, adding more than enough delegates to win a first-ballot victory at the party convention July 13-16.

Clinton, who won every primary after picking up the endorsement of the AFL-CIO May 5, finished the primary season with 2,510 delegates, according to a tally by the Associated Press. He needs 2,145 to secure the nomination.

Clinton shared the limelight June 2 with several victorious female candidates who, like Clinton, were running with labor's endorsement. In California, Democrats nominated former San Francisco Mayor Dianne Feinstein and Rep. Barbara Boxer for Senate seats. Feinstein is running for the seat vacated by California Gov. Pete Wilson, and Boxer is trying to succeed Sen. Alan Cranston, who is retiring.

Democratic voters in Montana also selected State Rep. Dorothy Bradley, who is endorsed by the AFL-CIO, in a race to become that state's first woman governor.

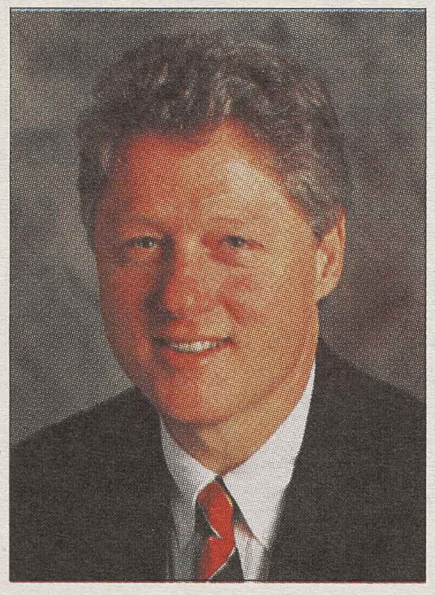
Feinstein and Boxer are among a host of women seeking to join Barbara Mikulski (D-Md.) and Nancy Kassebaum (R-Kan.), who are the only women in the Senate.

"They have a great chance to win," COPE Assistant Director Marta David said. "Right now, polls show Feinstein with a lead over (Republican Sen. John) Seymour, and Boxer should run a strong race against conservative Bruce Herschensohn, who won a narrow victory in the Republican primary." Seymour was appointed by Wilson to fill out his term.

"Women candidates appear to be catching on with voters," David said, "although we'll have to wait until November to see if this is really the Year of the Woman, as some are calling it."

Other women endorsed by the AFL-CIO who are contending for Senate seats include Carol Moseley Braun, who defeated Sen. Alan Dixon in the March 17 primary, and Washington State Sen. Patty Murray, who will run for the Democratic nomination Sept. 15 in the race to succeed retiring Sen. Brock Adams, a Democrat.

Other women who will be on the November ballot for Senate seats include State Sen. Jean Lloyd-Jones (D) in Iowa and Lynn Yeakel (D) in Pennsylvania.



Gov. Bill Clinton

Former vice-presidential candidate Geraldine Ferraro and New York City Controller Elizabeth Holtzman are contending for the Democratic nomination to face GOP Sen. Alfonse D'Amato, and several female candidates are also competing in the New Hampshire and Colorado Senate races.

Family issues, which have drawn attention to female candidates, were also a vital part of Clinton's message in the weeks leading up to the June 2 primaries. In speeches from California to Ohio, he excoriated the Bush administration for "cynical election-year politics" in preaching family values while ducking responsibility for the problems of families.

Clinton said Vice President Quayle's criticism of television character Murphy Brown's single motherhood was a smoke screen to hide the administration's inaction on such issues as family leave legislation.

"It ignores the relationship of our family problems to our economic decline, holds out Murphy Brown as a bigger problem than TV's crass commercialism and glorification of selfishness and violence, and denies the administration's responsibility to face the full range of America's staggering family problems," Clinton said in a speech in Cleveland.

Clinton, who promised he would sign a federal law allowing for parental leave and provide full funding for Head Start, said, "it isn't enough for America's leaders to blame past social programs on current TV programs. It isn't enough for America to change channels. We need to change course."

Clinton said he has "worked on family issues harder, longer, than anyone else running for president." He called for reform of the welfare system to ensure that every American has an opportunity to work and for expansion of the earned income tax credit to guarantee a "living wage" to anyone with a family who holds a full-time job.

# Enterprise zone push falls short of full 'urban agenda'

By Sharolyn A. Rosier

President Bush's proposal for "enterprise zones" is a "Band-Aid when radical surgery is needed," the AFL-CIO said, calling for an alternative "urban agenda."

"The AFL-CIO has traditionally opposed enterprise zones on the basis that they would just move 'pirate' firms to zones without a net increase in firms or jobs," said Rudy Oswald, director of the AFL-CIO Department of Economic Research.

Seemingly awakened by violence that followed the Rodney King verdict, Bush trotted out the enterprise zone proposal of Housing and Urban Development Secretary Jack Kemp. The proposal also includes tax breaks for small businesses in urban cities, regulatory rollbacks and the sale of public housing to residents.

The federation's "urban agenda" addresses recessionary economic conditions as well as the neglect of the cities, which has accrued over time. The agenda, proposed months before the King verdict and riots, is a $60 billion recovery and reinvestment program.

Federal funding for urban programs dropped from $37.3 billion in fiscal 1981 to $13.1 billion for fiscal 1993, after adjusting for inflation, according to a report by the Senate Banking, Housing and Urban Affairs Committee.

The AFL-CIO program includes needed investments in infrastructure, housing, education, trade and tax equity, and training. In addition, the federation is calling for funding increases in unemployment insurance, local public works and emergency community development, said Oswald.

The enterprise zone plan also has been criticized in recent studies. In 1988, the General Accounting Office found that employment increases in three Maryland enterprise zones could not be attributed to the incentives. Instead, such factors as market access and community characteristics were more important.

A 1989 Urban Institute study of state enterprise zones throughout the country found no evidence that incentives have contributed to employment or investment growth. Instead, it found "distinct drawbacks" to enterprise zones, including high cost, poor targeting and an effect on only a small fraction of poor people.

"The public debate on urban crisis has become too narrowly focused," Oswald added. "The emphasis must include problems of poverty, employment and inner city decay."

*"The public debate has become too narrowly focused. The emphasis must include problems of poverty, employment and inner city decay."*

**— Rudy Oswald**
**AFL-CIO chief economist**

The futility of enterprise zone incentives is pointed out in a new study by the Economic Policy Institute, "Does America Need Cities: An Urban Investment Strategy for National Prosperity," which concludes that cities have an intrinsic value for investment.

The cities' unique characteristics — including geographic concentration of many and diverse types of workers and firms — enhance the value of doing business in the city, say study authors Joseph Persky and Wim Wiewel of the University of Illinois and Elliot Sclar of Columbia University. The higher rental costs of urban land alone points to the marketplaces value on city locations.

The study also found that the urban flight of the middle class to the suburbs is "increasingly inefficient and counterproductive for the nation's prosperity."

While many suburbanites commute to the city, the benefits of cheaper suburban land are increasingly overwhelmed by the costs of transportation, labor shortages, new infrastructure needs, and social problems common to cities and suburbs. In 1990, the transportation costs reached $1.4 trillion, 25 percent of GNP, the study concluded.

Pointing further to the importance of cities, the study states metropolitan areas generate the overwhelming bulk of income in the United States. As of 1989, they accounted for 75 percent of the population and 83 percent of income.

A major shift of federal priorities toward a program of urban investment will produce high returns for the nation, the authors conclude. These priorities include investments in infrastructure, affordable housing, increased assistance to local governments, and greater emphasis on the transition from infancy to elementary school.

These programs could be paid for by shifting funds from the military and by raising taxes on the rich, the study adds.

Copies of the EPI study may be purchased from Public Interest Publications, P.O. Box 229, Arlington, Va. 22210, or call toll-free 800/537-9359.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# LEGISLATION

# House approves program to aid displaced workers

## *$1 billion for economic conversion*

**By Mike Hall**

A $1 billion economic conversion program, which goes a long way to meeting the needs of displaced defense workers, won House approval June 4 by a 275-105 margain. The program is in the form of an amendment offered by House Armed Services Chairman Les Aspin (D-Wis.) to the fiscal year 1993 defense authorization bill.

The AFL-CIO welcomed the initiative, noting that the "defense reinvestment amendment is critical to the concept that our national security encompasses having a strong domestic economic base," federation Legislative Director Robert M. McGlotten said.

In introducing the amendment, Aspin said, "it isn't enough in the new post-Soviet era that we get the military aside of the equation right. . . .We have to get the economic side of it right too. This amendment is a $1 billion down payment on American economic security."

With the end of the Cold War and the beginning of the defense build-down, as many as 1 million American workers in defense and defense-related industries could lose their jobs by 1997. The AFL-CIO has been working closely with House and Senate leaders to establish a broad-based economic conversion program to help those workers, their families and communities.

A Senate task force recently revealed its plan to assist workers, businesses and communities facing military base closings and shutdowns of defense-related industries. But Senate leaders plan to offer their proposal not as a single package, but as a series of amendments to various bills throughout the year.

Meanwhile, the Bush administration offered a $1 billion, five-year plan that would do little to help these workers and their families adjust to the transition, the AFL-CIO pointed out.

The labor-sponsored Aspin amendment "is a well-balanced plan to invest in job-generating technology. . .to find ways to achieve productive employment for laid-off defense workers and to help communities adjust to new local defense spending levels," McGlotten pointed out.

Both House and Senate plans would emphasize the generation of new jobs and assisting laid-off workers into those jobs by including funds for assistance to small and medium-sized defense firms in shifting their efforts to non-military products and by making economic planning grants to communities heavily dependent on defense spending.

The AFL-CIO has sought a multiyear effort that would focus on retraining for defense workers, allowing them to maintain and improve their skills, while at the same time helping to direct the nation's defense-related industries into high-tech non-defense endeavors.

Aspin noted that his plan "would give government and industry the ability to forge new productive relationships for high-tech progress. . .that would focus on technologies that spin off into both civilian and military uses."

The defense industry has been a major source of manufacturing jobs requiring high skills for many decades.

Highly skilled, precision production workers make up some 7 percent of the defense work force, but only 3 percent of the total U.S. work force. And while manufacturing jobs have declined to just 17 percent nationally, in the defense industry those jobs account for 57 percent of the work.

"Overall, elements of this package would contribute to the kind of economic growth that produces good jobs in the civilian sector," Aspin said.

Some of the major elements of the package include:

- Job training opportunities for discharged service personnel, eligible Department of Defense (DOD) and Department of Energy (DOE) employees and eligible displaced private-sector defense workers. The amendment authorizes $200 million for fiscal year 1993 for job training, which in cases of base closures or plant shutdowns would be administered by the Job Training Partnership Act (JTPA).
- Fairness elements for military, DOD, DOE and defense industry personnel whose careers might be cut short by the defense build down. Companies seeking future defense contracts would be required to establish a hiring preference program for those workers.

The amendment calls for separation pay for civilian DOD employees, special early retirement for dislocated defense workers and extended health care coverage for those leaving DOD who have no other health insurance. It earmarks $122 million for those purposes.

- Stipends to help certify departing service members as science and math teachers. It would require a two-year teaching commitment in a needy school district. The program carries a $18 million fiscal year 1993 price tag.
- Assistance for state and local governments to facilitate community adjustment, industrial development or economic diversification in the wake of reduced defense spending or declining military presence in those areas. The amendment authorizes $100 million in fiscal year 1993 for the state and local assistance programs.
- Dual-use critical technology that would promote a new government-private sector consortia to develop critical technologies with both civilian and military applications, such as microelectronics, special materials and robotics. The fiscal year 1993 authorization is $50 million.
- Removal of business barriers to promote private-sector jobs-generating economic growth for companies doing business with DOD. It would include a small business assistance diversification plan, expansion of the Small Business Innovation Research program and expansion of the Procurement Technical Assistance program. The amendment authorizes $125 million for those programs.

> *"At a time when more than ever we need to be globally competitive for our own economic survival, we have the opportunity to redirect to our economic security dollars that are no longer needed for military security."*
>
> **— Robert McGlotten**
> **AFL-CIO Legislative Director**

## Capitol Digest

The House of Representatives turned back an amendment to the massive energy bill (H.R. 776) that could have cost thousands of jobs in the coalfields. The proposed change would have deleted the reauthorization of the Abandoned Mine Reclamation Fund.

The reclamation fund is financed by a fee assessed on each coal ton, with the proceeds used to mitigate the health, safety and environmental hazards posed by old mine lands.

"Every million dollars spent on these projects translates into thousands of direct and indirect jobs in the coalfields," said AFL-CIO Legislative Director Robert M. McGlotten in a letter to House members. "The fund is important for both environmental and job-related reasons."

The amendment, offered by Rep. Craig Thomas (R-Wyo.), was defeated by a voice vote. The bill itself was approved 381-37 May 27. The legislation, which contains several other labor-backed provisions including Davis-Bacon Act, Service Contract Act and OSHA protection for workers now employed in federally owned nuclear enrichment facilities, now goes to a House-Senate conference.

In other actions on Capitol Hill:

**ERISA** — The AFL-CIO urged the House Education and Labor Committee to approve two bills that would restore worker protections and states' rights from unintended pre-emption by the Employee Retirement Income Security Act (ERISA). H.R. 2782 would reverse recent court decisions that misconstrued ERISA to pre-empt and void state laws concerning apprenticeship training and the payment of prevailing wages on public works projects, as well as mechanics' lien laws. H.R. 1602 would reinstate state laws that give health plan participants the right to recover damages against insurance companies for bad-faith denials of health benefit claims. This legislation is necessary because a 1987 Supreme Court decision ruled that state unfair claims practices laws were superseded by ERISA, since they relate to employee benefit plans.

**FOREIGN AID** — Any aid for the former Soviet Union should include specific language directing funds to such non-governmental organizations as trade unions, political parties, civic associations and free media, the AFL-CIO told the House Foreign Affairs subcommittee on Europe and the Middle East. The panel is scheduled to mark up legislation providing aid to the former Soviet Union.

**PUBLIC BROADCASTING** — The Senate turned back an attempt to freeze the funds for the Corporation for Public Broadcasting (CPB), by a 75-22 vote and then passed the AFL-CIO-backed reauthorization legislation by a 82-11 vote. The CPB had drawn conservative fire for its programming and some Republican senators had sought to dictate its content through the reauthorization bill. In a letter to the Senate, McGlotten wrote that the AFL-CIO "feels that public broadcasting does not provide sufficient broadcasting about American worker themes. . . .But we will continue to support the independence of CPB as an institution making an important contribution to American society." The House is expected to act on its version later.

# Workplace safety program benefits examined

By Colleen M. O'Neill

Workplace safety and health programs, a key element in current legislation to reform the nation's workplace safety laws, can have a positive effect at the worksite, a new government study concludes.

The General Accounting Office's May 1992 report examined such programs in six states where they are required by law and a broad range of other programs voluntarily implemented by employers.

The GAO study coincided with markup May 28 by the House Education and Labor Committee of the House's version of the OSHA Reform Act (H.R. 3160), which now moves toward the House floor. On the Senate side, Sen. Edward M. Kennedy (D-Mass.), chairman of the Senate Labor and Human Resources Committee, has said he would like to mark up the Senate version (S. 1622) by summer's end.

The study noted that the large responsibilities of the Occupational Safety and Health Administration, combined with its limited resources, "underscores the need for employers and employees to be actively involved in safety and health matters rather than relying on OSHA inspectors to identify hazards."

In looking at worksite programs in Alaska, California, Hawaii, Minnesota, Oregon and Washington, GAO investigators found that problems in putting the plans into effect generally could be overcome. In addition, the study noted that "many representatives of enforcement agencies, as well as industry and labor officials, perceive the programs as having positive effects on worksite safety and health."

"Some employers who have voluntarily implemented safety and health programs have lower injury and illness rates than employers without the programs," the GAO said, while noting that the data are as yet inconclusive. GAO also urged OSHA to obtain additional information.

Titles I and II of the Comprehensive Occupational Safety and Health Reform Act contain provisions for mandatory safety and health programs in all workplaces and the establishment of workplace committees in facilities with more than 10 employees.

Under provisions in a substitute bill approved by the House committee during markup, employers may petition for a variance of the workplace committee if some means already is in place that ensures free and fair selection and participation of employees in joint safety and health activities "in a manner which is at least as effective as the committee."

In marking up the bill, the committee also included minor changes in those sections dealing with criminal penalties, employee accountability, inspections at worksites and timetables for rulemaking. It also extended coverage to congressional employees.

In accepting the substitute put forth by committee Chairman Rep. William D. Ford (D-Mich.), the panel turned away substitutes offered by GOP Reps. John Boehner of Ohio and Paul Henry of Michigan, which would have weakened the provisions for safety and health programs.

On the eve of the markup, Peg Seminario, AFL-CIO director of occupational safety and health, told a Chamber of Commerce meeting that the steady movement toward legislative change was long overdue.

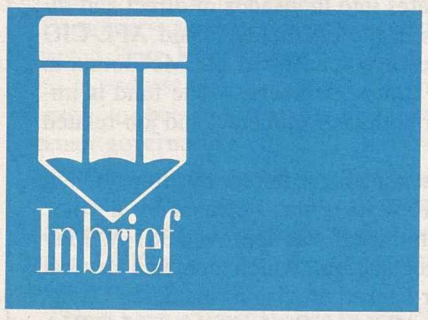
"Without a change in the law, we are going to continue to have an unacceptable level of injuries and fatalities in the workplace," she said. With approximately 1,000 federal OSHA inspectors and 1,000 state inspectors, OSHA is not up to the task of reducing the 10,000 deaths and more than 6 million injuries that occur each year on the job, she said.

"Rather, the bill is a new approach for workplace safety," Seminario said.

While the House committee was marking up the legislation, the House judiciary crime and criminal justice subcommittee was criticizing the penalties imposed by OSHA for safety violations.

Subcommittee Chairman Rep. Charles E. Schumer (D-N.Y.) pointed out that only 84 criminal cases have been referred by OSHA to the Justice Department since 1978 — and only one person has gone to jail, for 45 days.

"The penalty for removing a tag from a mattress is higher than the penalties for creating worksite conditions that kill employees," he said.




## Rules are tightened on formaldehyde

The Occupational Safety and Health Administration's final rule on formaldehyde features a lowered exposure limit and tighter provisions for protecting workers from the chemical's effects — changes to the 1987 standard.

The permissible exposure limit is to decrease to 0.75 parts per million from 1.0 ppm, which OSHA said would provide protection for another 84,000 workers, most of whom are in the apparel and furniture industries.

The UAW, Clothing and Textile Workers, Ladies' Garment Workers and the Glass, Molders and Pottery Workers challenged the standard when it was released four-and-a-half years ago. The revised rule is based on a compromise between OSHA, the unions and the employer-backed Formaldehyde Institute.

In addition to the lower permissible exposure limit, the revised rule includes changes in the medical removal, labeling and training provisions. The amended standard takes effect June 26.

## Partial delay granted on process safety rule

The Department of Labor announced May 22 it would delay the effective date of four provisions of the process safety management standard for at least 90 days.

Industrial groups had asked for more time to comply with the standard, which is designed to prevent plant fires, explosions and toxic releases.

Those provisions covering operating procedures, contractors, mechanical integrity of equipment and management of change now have been stayed until Aug. 26. OSHA said that would give the agency time to solicit public comment and consider whether additional time for compliance was necessary.

OSHA did not grant requests to delay provisions on employee participation, pre-startup safety review and emergency planning and response, saying the move was not warranted.

Comments on the need for additional time should be sent, in quadruplicate, to the Docket Officer, Docket No. S-026A, U.S. Department of Labor/OSHA, Room N3649, 200 Constitution Ave. N.W., Washington, D.C. 20210.

## OSHA seeks to limit asbestos regulation

OSHA has announced its intent to remove 10 non-asbestiform varieties of certain minerals from coverage under its asbestos regulations.

The move is in response to the Bush administration's call to reduce regulation's "burden on the economy." The non-asbestiform minerals standard is the only OSHA rule on the Department of Labor's list of 10 deregulatory initiatives.

Asbestos issues stemming from a suit filed by the AFL-CIO Building and Construction Trades Department against OSHA are not related to the loosening of coverage.

## Shorter reporting time for deaths proposed

OSHA recently proposed an eight-hour time limit for employers to report occupational fatalities and catastrophes involving inpatient hospitalization for three or more workers.

The current deadline is 48 hours and covers fatalities or hospitalizations of five or more workers.

"The shorter time is a step in the right direction," said Peg Seminario, AFL-CIO director of occupational safety and health. "However, we'd like to see no lag time at all."

The change would require reporting by telephone or in person rather than in writing, which could result in delays.

Comments on the proposal are due by Aug. 17 and may be submitted, in quadruplicate, to the OSHA Docket Officer, Docket No. R-01, Room N2625, 200 Constitution Ave., N.W., Washington, D.C. 20210.

# Construction safety panel seeks swift action on lead

The OSHA Advisory Committee on Construction Safety and Health has urged swift action on a revised standard for lead exposure in the construction industry, where workers have been left unprotected.

The labor-management committee, appointed by the Department of Labor, met May 20 and appointed an informal group to work with the Occupational Safety and Health Administration staff on a revised standard. The meeting was the committee's first in two years.

"With the exception of the agriculture and construction industries, all other workers in the country have been protected by a comprehensive lead standard since 1978," said John B. Moran, the director of occupational safety and health for the Laborers' Health and Safety Fund, who noted that construction was exempted from that standard.

The current exposure limit for construction workers is 200 micrograms of lead per cubic meter of air, which is four times the limit for general industry workers set by the 1978 rule.

That rule includes a permissable exposure level, action level, medical surveillance requirement, air monitoring requirement and medical removal protection.

An OSHA official told the committee the target date for a proposed revised standard is December 1992.

"To characterize this as just starting the process — that OSHA needs the committee's input — is nonsense," Moran said. "They have had our input for almost two years now."

Moran was referring to the work of the lead subcommittee of the Building Trades Safety and Health Committee, which has had 18 meetings with OSHA personnel since November 1990.

The labor members of the advisory committee are: Joe Adam, director of safety and health for the Plumbers and Pipefitters; Jim Lapping, director of safety and health for the AFL-CIO Building and Construction Trades Department; Moran; Brenda Bratt Smith, director of Georgia Women in Trades; and Richard Tissiere, president and business manager of Laborers Local 472.

In addition to lead, the committee expressed concern over agency actions regarding the solvent methylene chloride, and appointed another subcommittee to work on a standard for the substance.

OSHA said it plans to hold public hearings on a proposed methylene chloride rule in September.

Moran said there were problems with the proposed standard as it related to the construction industry, but said the advisory committee was unanimous in its insistence that OSHA must address those problems rather than removing construction from the proposal, as OSHA has suggested.

### Inexperience blamed

Meanwhile, a four-year OSHA study of construction accidents in 10 states showed that the majority of accidents occurs among the least experienced workers.

The analysis showed "the greater percentage of accidents occur during the first year — in fact the first few months — an employee works for a given employer or on a particular job site."

Younger workers also suffer a rate of injuries that exceeds their percentage of the total construction work force, the study showed.

Facts were gathered on 359,765 accidents from 1985 to 1988 in California, Indiana, Iowa, Kentucky, Louisiana, Maryland, Michigan, Mississippi, Missouri and Oregon.

The study also showed:

- Overexertion caused the greatest number of injuries, while injuries resulting from being struck by an object were almost as frequent. Falls ranked third.
- Working surfaces and metal items represent the major sources of construction accidents.
- Strains and sprains are the most frequent type of injury, followed by cuts, lacerations and punctures.
- Special trade contractors account for 56 percent of the total construction accidents; heavy construction other than building construction accounts for 19 percent and building construction, 25 percent.

# Milwaukee unionists protest job drain to Mexico

By John R. Oravec

With manufacturing jobs disappearing faster than exports are growing, hundreds of workers marched outside Milwaukee's Pfister Hotel carrying a message for U.S. corporate executives and representatives of foreign interests meeting for the 28th annual Wisconsin International Trade Conference.

The immediate concern is the loss of thousands more Wisconsin manufacturing jobs to maquiladora plants in Mexico with the pending North American Free Trade Agreement (NAFTA) that President Bush is stubbornly trying to ram through.

Marching under the banner of the U.S. and Mexican Workers Coalition, formed by the Milwaukee County AFL-CIO, workers called on U.S. corporations to reinvest in America to help rejuvenate the nation's sagging economy.

Joining the parade of union members were farmers, environmentalists and community groups.

They also urged Congress to enact labor-backed measures that would generate more U.S. exports, halt the drain on jobs and reject any trade agreement that undercuts U.S. health, workplace and environmental laws.

The Milwaukee area is one of many industrial centers wracked as U.S. companies transferred hundreds of thousands of jobs to their maquiladora plants — beginning in the 1980s. The job losses continue today.

In pressing for fair trade policies, the coalition's two-day rally began with a "Parade of Lost Jobs" at St. Benedict the Moor Church. Workers carried signs of Wisconsin companies that moved their jobs to Mexico — Briggs and Stratton, Chrysler, Allen Bradley, Johnson Controls, West Bend, Delco Electronics, Stokley, Sybron, Modine, Manitowoc, Falk and Exxon.

As they proceeded down the church aisle, the names of displaced workers were called out.

"Our workers took concessions and still it was not enough to satisfy the corporate greed," said Laura Drake of Allied Industrial Workers Local 232. "They still take our jobs to Mexico."

Former UAW regional director Ken Warley described the havoc caused on both sides of the U.S.-Mexican border as American workers lose their jobs and maquiladora workers are paid an average of $4 a day. He noted that General Motors Corp. now has 20 plants in Mexico that employ 50,000 workers.

Jose Garcia Vargas of the Metalworkers Union of Mexico described the horrid working conditions, child labor abuses and poverty-level pay at the maquiladora plants that have become a low-wage haven for runaway U.S. companies.

He stressed the need for a fair trade agreement that would take into account the concerns of all workers from Canada down to Argentina.

Under any agreement, he warned, "we must not bring Mexico's wages to the United States and Canada." Citing the lack of environmental controls on the maquiladoras, Garcia Vargas said, "my own members are giving birth to deformed babies."

And Glen Stoddard of the National Farmers Organization noted that the Bush administration has eliminated environmental concerns from NAFTA negotiations.

Gordon Wilson, president of the Ontario Federation of Labour, told the rally that his country's free trade agreement with the United States "has been an unmitigated disaster" for Canadian workers. He said a regional agreement to include Mexico would be worse.

Milwaukee Labor Press

**U.S. and Mexican** Workers Coalition sends a clear message to trade conference participants.

# Donahue: Economic repair key to U.S. competitiveness

**Continued from Page 1**

bolster transportation, communications and the environment.

Addressing the problem of job losses in the goods-producing industries, Donahue said the nation's productivity and efficiency are badly compromised by high and persistent unemployment.

"People out of work represent lost production and purchasing power for the American economy and are a drag on its competitive ability," he said.

Citing the impact on manufacturing and construction, Donahue pointed out that 2.8 million U.S. factory jobs have disappeared since 1979 — including 1.3 million in the past three years. In construction, 600,000 jobs have been lost since 1989.

Labor has made the greatest contribution to productivity and competitiveness over the years, Donahue noted. Referring to a study covering the period 1929 to 1982, he said advances in knowledge accounted for 54 percent and increased worker education for 26 percent of the productivity gains. Conversely, only 15 percent is attributed to more capital per worker.

Competitive salary comparisons show that U.S. executives are paid as much as 10 times more than executives in other industrialized countries. But wages and benefits of U.S. workers, which had been the highest in the world, have slipped to 13th place, he said.

Noting that salaries of top corporate officers shot up 294 percent in the last decade, Donahue said the hefty increases in executive pay runs up the cost of products while undercutting the wages and morale of workers.

Manufacturing workers in 12 European countries are now paid higher wages than U.S. workers, and Japanese workers are not far behind. Among industrialized nations, U.S. factory workers were the only ones to suffer a loss in buying power from 1985 to 1990, Donahue noted.

An essential step to foster competitiveness would come through revamping tax policy to spur domestic production over foreign production, Donahue said.

Because of outmoded revenue codes, U.S. and foreign corporations are not paying their fair share of taxes, he said. Corporate income taxes amounted to 40 percent of the federal rate in 1951. By 1991, the corporate tax rate dropped to 17 percent.

The tax code currently encourages companies to move abroad, taking U.S. jobs with them, by allowing firms to deduct the costs of relocation as ordinary business expenses. On top of that, Donahue pointed out, the costs of starting up and operating new foreign facilities also can be deducted.

In stressing the need to overhaul trade policy, Donahue cited the situation at Zenith Corp., which has emerged as a mere shell of an American corporation after moving its production operations and 24,000 jobs to maquiladora plants in Mexico. Zenith's U.S. production workers have lost their jobs, he noted, leaving only managers, lawyers and accountants.

Improved competitiveness is dependent on the infrastructure, Donahue testified. "A nation can't be competitive if its products can't get to market, if its workers can't reach their jobs and raw material can't reach the plants," he observed.

Noting that the country's infrastructure—roads, harbors, bridges, mass transit and utilities—has been neglected for the last two decades, he urged congressional action on labor-backed legislation for public investment in needed facilities.

Bill Burke/Page One Photography

**AFL-CIO Secretary-Treasurer** Thomas R. Donahue testifies.

# Court to review state construction contract rules

By James B. Parks

In a case that could affect construction projects around the country, the Supreme Court will decide whether a Massachusetts state agency can require contractors to abide by a project agreement bargained with building trades unions.

The agreement involves work on the $6 billion Boston Harbor cleanup in which contractors refused to abide by the contract.

"I am delighted that the court has agreed to hear the case," said Robert A. Georgine, president of the AFL-CIO Building and Construction Trades Department. "This could be a landmark decision vindicating the building practices of state and local governments over many decades."

The U.S. Court of Appeals for the First Circuit ruled last year in Associated Builders and Contractors of Massachusetts/Rhode Island vs. Massachusetts Water Resources Authority (MWRA) that the agreement was preempted by the National Labor Relations Act.

By requiring Boston Harbor contractors to adhere to the project labor agreement, the appeals court said, the MWRA violated the employers' rights to negotiate with workers.

Under the agreement, successful bidders for work on the project must adhere to certain terms, including the requirement that all workers become union members within seven days. The agreement also contains a no-strike clause, dispute resolution procedures and standardized work rules.

Joe Nigro, secretary-treasurer of the Boston Building and Construction Trades Council, said since the lower court decision, the various contractors — union and non-union — have voluntarily followed the agreement and the project is "still going smooth as silk."

The Bush Justice Department joined the unions and the state in urging the court to review the appeals court finding. In its petition for review, the building trades council said the appeals court decision improperly denied a state agency the same rights afforded private and public developers to negotiate labor-management cooperation that leads to prompt completion of the project.

Pending court cases that may be affected by the ruling include disputes over union-only clauses at the Department of Energy facility in Oak Ridge, Tenn., and between the city of Seward, Alaska, and Electrical Workers Local 1547.

In another case, the Supreme Court refused to free the Chicago Tribune Co. from bargaining with the IBEW, ruling that the union was legally elected as the official representative of the employees.

The publishing company, which has engineered anti-union campaigns in Chicago and in New York, where it purchased the Daily News, challenged the 1988 election on numerous grounds — from an accusation that the IBEW threatened the workers with loss of pensions to charges that the union has discriminated against minorities.

The National Labor Relations Board upheld the election as fair and the 7th Circuit Court of Appeals agreed.

The case was Chicago Tribune vs. NLRB.

In other actions, the Supreme Court:

- Ruled employees who receive back pay after winning federal job discrimination suits must pay income taxes on that money.

Justice Harry Blackmun, writing for the court, said Title VII of the Civil Rights Act of 1964 does not offer victims of discrimination tax-exempt compensation for pain and suffering, emotional distress or harm to reputation as is the case in many other personal injury lawsuits.

The case, U.S. vs. Burke, stems from a 1984 suit against the Tennessee Valley Authority in which a woman said the agency raised the salaries for male-dominated jobs and either lowered or left unchanged salaries in female-dominated positions.

The suit was settled and TVA paid over $5 million in back pay to female victims. TVA withheld federal income and Social Security taxes from the payments. Three of the women then sued the Internal Revenue Service for tax refunds.

- Agreed to study the rights of companies that withdraw from multiemployer pension plans. The case arose when Concrete Pipe and Products of California Inc. bought a factory in Shafter, Calif., in 1976. It agreed in collective bargaining to contribute to the union-run Construction Laborers Pension Trust.

From mid-1979 to 1981, the company stopped making pipe at the plant and kept only two employees. It stopped contributing to the fund in 1980. An arbitrator ruled that the company owed $268,000 to the pension fund because the plant had not been closed, but "mothballed" until economic conditions improved.

The case is Concrete Pipe vs. Construction Laborers Pension Trust.

# Wal-Mart tagged on forced-labor imported goods

By Candice Johnson

Wal-Mart Stores Inc., which preaches "Buy American" while buying foreign goods, may be purchasing products made by Chinese prison labor, trade unionists told shareholders at the company's annual meeting in Fayetteville, Ark.

After winning a Delaware court battle and the right to a list of shareholders' names, the AFL-CIO Food and Allied Service Trades Department waged a proxy campaign, pressing shareholders to establish a committee to investigate and report back on Wal-Mart's buying practices in China.

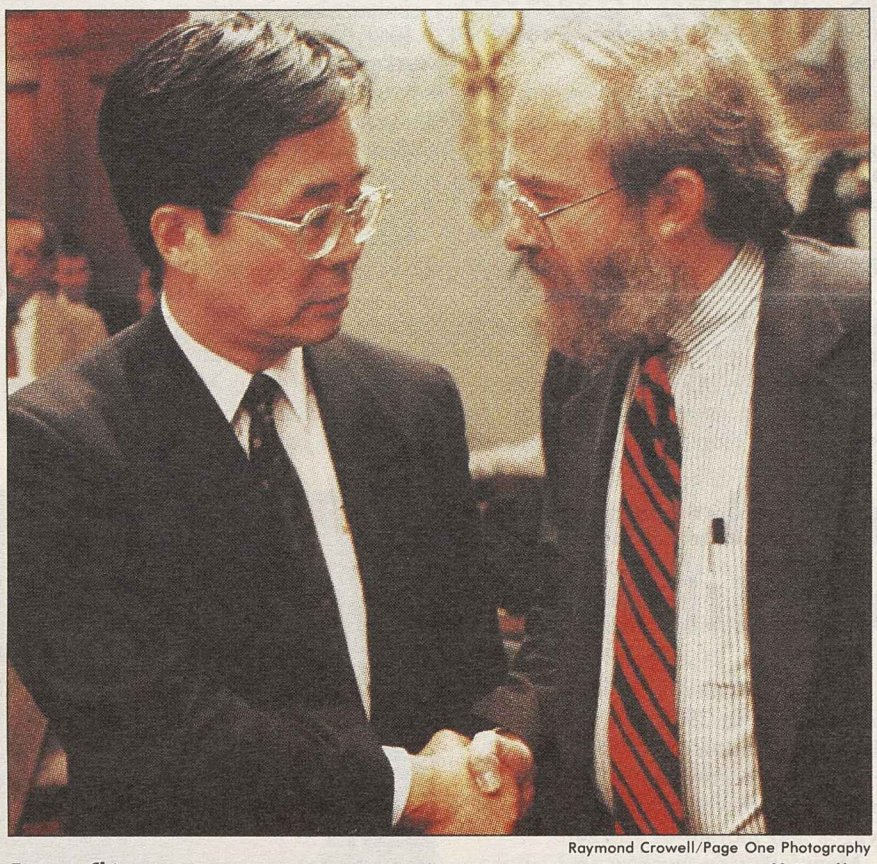
In opposing the effort, Wal-Mart is not facing up to the realities of the forced labor system in China, FAST President Robert Harbrant said.

At the shareholders meeting, Harbrant won just a few minutes to outline the problem: that a growing number of Chinese imports — specifically targeted for the United States, Japan and Western Europe — are produced by forced labor.

The abuse has been substantiated by various sources, including the human rights group Asia Watch and in a six-month investigation last year by Business Week, based on U.S. State Department documents and interviews with the business community.

The FAST proxy statement documents that a significant volume of Chinese goods is imported by Wal-Mart, FAST Secretary-Treasurer Jeff Fiedler said, stressing that "these circumstances raise the serious question of whether goods produced by forced labor are finding their way onto Wal-Mart shelves."

FAST had proxies for more than 23 million votes, including shares owned by various public employee funds — the New York City employees funds, New York State Teachers and the Minnesota State Board of Retirees — and by Sen. Paul Simon (D-Ill.) and Reps. Nick Rahall II (D-W.Va.) and Joe Barton (R-Tex.). The Walton family controls 38 percent of shares.



Raymond Crowell/Page One Photography

**Former Chinese** prisoner Harry Wu and FAST Secretary-Treasurer Jeff Fiedler confer during recent congressional hearings on Chinese prison labor.

Fiedler was joined at the shareholders' meeting by Harry Wu, a prisoner of the Chinese gulag system for 19 years, who has documented "Laogai," — the penal system.

Wu has noted that the labor reform system "forces work not only from prisoners but also from those who already have completed their term. In China, labor reform camps are an economic enterprise" with the products made by prison labor now "an indispensable component of the national economy," Wu pointed out.

One Wal-Mart shoe supplier — Elan-Polo, a St. Louis-based footwear importer — uses at least one manufacturing subcontractor in China.

In an interview last year, an Elan-Polo executive acknowledged that the subcontractor "is running a shoe factory in a prison and he opened a factory next door. So then when people get out of the prison he hired them in his own factory. . . . We are getting some shoes made there now, but we are going to be getting more made there for next spring for Kmart and Wal-Mart."

But Wal-Mart, a company that advertises it buys American goods "whenever we can," is resisting the effort. Over the past two years, Wal-Mart has purchased more than 50 million pounds of Chinese goods, importing 314 different products directly from China.

The company's private-label blue jeans — a significant portion of which are made in China and marketed under the "New Order" tag — are example of the need to investigate company practices, because denim clothing is one Chinese product widely believed to be produced by forced labor, according to Asia Watch.

A few companies have taken action to address concerns about forced labor, including Levi Strauss and Co. and Sears and Roebuck, Inc. These actions "underscore the seriousness of the concern that forced-labor goods from China are entering U.S. supplies," the FAST proxy said.

# OCAW secures benefits after plant shutdown

Elkhart, Ind.

Some 575 former workers at American Home Products' Whitehall Laboratories will receive extended health coverage and transfer rights under a settlement between the company and the Oil, Chemical and Atomic Workers.

The settlement covers members of OCAW Locals 7-515 and 7-838 who were employed at Whitehall Laboratories as of Nov. 1, 1990, when AHP announced its decision to close the plant.

Under the agreement, the workers receive both health insurance coverage and transfer rights to openings at other AHP plants through Sept. 30, 1992. Those who accept transfer will keep their severance pay and receive up to $4,500 to cover the expenses of moving.

Those workers with a combination of age and seniority totaling 75 years will have an early retirement option. Finally, the company will establish a scholarship fund of $1.5 million for the workers and their dependents.

The settlement came two months after a National Labor Relations Board administrative law judge ruled AHP violated labor laws by shutting down Whitehall Labs without bargaining with the union over the effects of the closing.

"Our members have persevered for two years, through one of the toughest struggles in our union's history, and now we are starting to see results," said Connie Malloy, president of Local 7-515.

"Although it's hard to put a price tag on a job that has been destroyed, winning these benefits provides some relief," Malloy said.

The settlement does not affect other back pay or other suits the union has against AHP, Malloy said. OCAW has filed a $1 billion suit claiming the company eliminated U.S. jobs to take advantage of tax breaks by shifting production to Puerto Rico.

# UNION NEWS

## AT&T unions step up campaign for contract

By Candice Johnson

Union workers prepared to step up the pressure on American Telephone and Telegraph Co. as contract talks lagged over job security and other issues.

The contract, covering 127,000 members of the Communications Workers and the Electrical Workers, expired May 30, but negotiations on national and local issues had continued past the deadline.

At a June 4 news conference, CWA President Morton Bahr reported that local negotiators were returning home. National negotiators were remaining for another session, but they also will leave if the company does not change its tactics, Bahr said.

A key concern is job security, with the unions seeking greater opportunity for workers to transfer into new jobs and subsidiaries, an end to AT&T's shifting of production work to low-wage countries, and a phase-in of robotic technology that will displace 6,000 operators.

Bahr outlined strategies the unions will use to win a fair settlement, including a corporate campaign directed at AT&T's board of directors and use of an "electronic picketline."

CWA members have collected tens of thousands of cards from members and supporters, authorizing the union to switch their long distance carrier. Supporting this campaign are AFL-CIO unions, community organizations and others, letting AT&T know "they are fed up with the company's greed and unfairness," Bahr said.

The campaign also has a small business component, Bahr said, noting that AT&T puts a great premium on building that base. Business supporters "know that when workers can't get good jobs, when workers have to follow their work around the country . . . that their business will suffer," he said. Many small businesses are prepared to switch if CWA asks them to do so, Bahr added.

And as part of a global strategy, the Postal, Telegraph and Telephone International, which represents communications workers in 119 countries, has offered its full support, Bahr said.

CWA Vice President James Irvine, the union's chief negotiator, said AT&T's response to workers' concerns about job security "is to talk about how to ease workers out the door and onto unemployment rolls," he said.

Irvine noted that the company has suggested that an additional 14,000 jobs may be cut, not out of necessity, but to sweeten its bottom line. That is planned during a time AT&T continues to report record profits — including a 16 percent jump in earnings for the first quarter of this year.

AT&T insists on implementing voice recognition techology, despite surveys that indicate the public "overwhelmingly prefers dealing with human operators instead of a recording," he said.

If AT&T were bargaining fairly, Bahr said, the 6,000 operators set to lose their jobs could transfer into a subsidiary now considered non-union, or the implementation could be delayed while workers develop job opportunities.

The unions' bargaining proposals also call for an end to AT&T's shifting work to anti-union subsidiaries Paradyne and National Cash Register; a living wage for Phone Center Store workers, with meaningful seniority rights; and a ban on extensive subcontracting and the use of temporary labor pools.

## Rail unions condemn plan of 3 'rubber-stamp' panels

Unions rejected the recommendations of three presidential emergency boards as a "rubber-stamp" response to derailed negotiations at the nation's major freight carriers, Consolidated Rail Corp. and Amtrak.

The boards' reports are similar to the terms of the 1991 recommendations that Congress imposed on 100,000 rail workers, putting the brakes on a one-day strike last April.

These disputes affect 20,000 rail workers: some 7,800 Machinists at freight carriers; 5,200 Maintenance of Way Employees at Conrail, and the IAM, BMWE and four other unions representing 7,500 Amtrak workers.

Calling the proposals disappointing, the IAM mailed the reports to union members with a recommendation that the proposal be rejected and that strike authorization be approved.

The BMWE noted that the recommendations would reduce workers' standard of living by 16 percent of the contract term and threaten job security — the results of the board settlement imposed on members last year. The recommendations impose "intolerable working conditions" that would force employees to work hundreds of miles from home, often for weeks at a time, the union said. BMWE members at both Conrail and Amtrak have been working without a contract since 1988.

BMWE also pointed out that while the track maintenance workers' wages have been frozen since 1988, Amtrak management has gained annual increases averaging 4.5 percent. The board recommendation is a scant 2.6 percent annual increase, the union said.

In the Conrail and freight disputes, the boards' recommendations followed last year's pattern, proposing an immediate lump-sum payment; a series of 2 percent and 3 percent lump-sum increases over three contract years; a 3 percent general wage increase in July 1993 and a 4 percent general wage increase in July 1994.

Another "cooling-off" period, which began following the boards' recommendations, will end this month, with unions free to strike and carriers to implement their offers on June 25.

## UNION YES Sweets

(Union-made candies, cakes and cookies. List may not be complete)

| UNION | COMPANY | ITEM |
|---|---|---|
| BC&T* | Hostess Cakes, Dolly Madison, Entenmann's Inc., Freihofers, Drake, Campbell-Taggart Cakes | Cakes and cookies |
| | Ambrosia, American Licorice, Annabelle, Asher Bros., Astor, Banner, Boehm's, Brach, Brown and Haley, Cellas Confections, Chiodo, Clark, Curtiss, Dare Foods, Falcon, Fanny Farmer, Frankford, Ghiardelli, Gimbal, Goldenberg Peanut Chews, Herman Goelitz, Hershey, Hoopers Confections, Jolly Rancher, Joyva, Just Born, Koppers, Leaf Confections, Miss Saylor's, NECCO, Northwest, Ozone Confectioners and King's, Pearson, Perugina, Quality Confections, Russell Stover, Richardson, See's, Shaw's, 6th Avenue, Tootsie Roll, Vernell's, Van Leer, Whitman's, Wilbur | Candies |
| | Liechtman Ice Cream Co., Inc.; Safeway Dairy Div., Capital Heights, Md.; Shaws Ice Cream | Ice cream |
| RWDSU | Awrey's, Deer Park, Interbake Foods (FFV cookies, Girl Scout cookies), Broughton Foods, Sunshine Biscuits Co., Broughton Foods' frozen desserts | Cakes and cookies |
| | Nestlé (Nestlé Morsels, O'Henry, Alpine White Bar, Crunch Bar, Baby Ruth, 100,000 Bar, Butterfinger, Chunky, Nestlé Milk Chocolate and Milk Chocolate w/Almonds, Bit-O-Honey), Sanders', Lifesavers (Lifesavers, Holes, Bubble Yum, Lifesavers Lollypops, Fruit-striped Gum, Breathsavers), Bob's Candies, American Candy Co., C&D Candies (Smarties candies, candy lollypops, lipsticks and necklaces), Wayne's Bun candies | Candies |
| | Borden's (Borden's, Meadow Gold, Viva, Glacier Club, Celebrity); Broughton Foods; Drumstick (Drumstick ice cream cones, Flintstone Push Ups), Freckers (Melody Farms, Pierre's, Northwest, 6 Santa's, 6 Tree's); | Ice cream |
| Teamsters | Continental Baking Co. (Hostess Cakes), Drake Bakeries, Entenmann's Inc., Interbake Foods, Inc.; Interstate Brands Corp. (Dolly Madison Cakes); Keebler Co.; Mother's Cake & Cookie Co.; Mrs. Alison's Cookie Co.; Ms. Desserts; Nabisco Brands, Inc.; Original Cookie Co.; Shur-Good Biscuit Co.; Smith Cookie Co.; Stella D'Ora Biscuit Co.; Sunshine Biscuit Co. (Bavarian Fingers, Grahamy Bears graham crackers, Hydrox cookies, Vienna Fingers cookies); Wortz Co. | Cakes and cookies |
| | Ambrosia Chocolate Co.; Borden, Inc. (Cracker Jacks); E.J. Brach Corp.; Doumak Co.; Fanny Farmer Candy Shops, Inc.; Hershey Canada; Hershey Chocolate U.S.A. (Luden's, York Peppermint Patties, Fifth Avenue Bars); Leaf Confectionary, Inc. (Milk Duds, Black Cow); Leaf, Inc. (Switzer, Good N'Plenty); Peerless Confection Co.; Pet, Inc. (Whitman's Chocolates); Powers Candy and Nut Co.; See's Candy Shops, Inc.; Shari Candies, Inc. (Roundy's Old Time Candies); Spangler Candy Co.; Topps Co., Inc. | Candies |
| | Baskin Robbins U.S.A., Inc.; Borden, Inc. (Meadow Gold); Dairy Fresh Corp.; Dunkirk Ice Cream Co.; Hagan Ice Cream Co.; Hawthorne Mellody, Inc.; Jackson Ice Cream Co., Inc.; Kraft General Foods (Breyer's and Sealtest); Leichtman's; Maplehurst Farms, Inc.; Merrit Foods, Inc.; Potts Ice Cream Co.; Roney-Oatman, Inc.; Schrafft's Ice Cream Co.; Southern Products Co.; Swiss Valley Farms Co.; Tuscan Dairy Farms; Vroman Foods, Inc. | Ice cream |

*BC&T has advised that products marketed under the above labels are union-made. However, some manufacturers have multiple facilities, a few of which are not organized.

# Press strike gains support in Pittsburgh

By James B. Parks

The corporate campaign against the Pittsburgh Press picked up support from businesses as two advertisers pulled out of a scab-produced paper designed to break the strike.

Children's Palace and Wholey's, a seafood wholesaler, plan to halt advertising in the Allegheny Bulletin, which the Press is mailing to 325,000 residents in selected areas, said George Curtin, coordinator of the Pittsburgh Newspaper Unions Unity Council. The council represents the 10 unions at the paper.

About 600 members of Teamsters Local 211 struck the paper May 17 after months of futile negotiations, unfair working conditions and threats of layoffs. The company responded by stopping publication and locking out the other unions. The two sides met June 4 at the request of a federal mediator.

Three labor leaders — Steelworkers President Lynn Williams, Teamsters Secretary-Treasurer Tom Sever and Allegheny County AFL-CIO President Paul Stackhouse — asked some two dozen Bulletin advertisers to cancel their ads.

"The unions have offered to do more than their share to resolve this conflict and help keep Pittsburgh from becoming a one-paper town," they said in a letter to advertisers. "Yet the Press refuses to bargain in good faith. They continue to insist on replacing many of their loyal employees with low-wage, part-time workers lacking health insurance, vacations, seniority or any benefits at all.

"As long as you continue to advertise in the Press/Bulletin, your dollars are used by the paper to finance its war against its workers. We simply ask that you declare your neutrality and demonstrate consideration for your customers by suspending advertising," the letter said.

Strikers will leaflet in front of businesses that do not withdraw from the Bulletin, Curtin said. Members of the Newspaper Guild Local 61 also will begin in mid-June publishing a newspaper, he said.

The Guild, which supports the Unity Council, represents workers at the independently owned Post Gazette, but not at the Press. The Scripps-Howard-owned Press distributes the Post-Gazette under a joint-operating agreement.

The strike began on the day the Press planned to unilaterally institute a new delivery system for the Press and the Post-Gazette.

The Press has said it wants to replace 4,500 youth carriers with adult carriers who would pick up the paper at centralized points, throwing out of work some 450 Teamsters.

Besides the IBT, the unions involved include printing pressmen, paper handlers and plate makers from the Graphic Communications Union, a mailers local and typographical division of the Communications Workers, Service Employees, Electrical Workers, Machinists, and the Operating Engineers.

Len Pulkowsky

**Outrageous greed** of the Pittsburgh Press caused this strike, Teamsters Secretary-Treasurer Tom Sever charged at a solidarity rally.

# Judge voids surcharge on health care

By Colleen M. O'Neill

A federal judge has struck down New Jersey's mechanism for paying the medical bills of the state's poor, upholding the arguments made by the state AFL-CIO and 14 union health funds.

The unions' suit challenged New Jersey's Uncompensated Care Trust Fund (UCTF), which tacked a 19 percent surcharge onto the hospital bills of insured patients to cover the cost of indigent care.

The unions argued that such a payment mechanism forced them to pay the costs of people who were not members, which is a violation of federal law.

Judge Alfred M. Wolin of U.S. District Court in Newark concluded that New Jersey's rate-setting mechanism was unenforceable for the approximately 2.4 million workers whose health care plans are governed by the federal Employee Retirement Income Security Act. That exclusion includes those covered under the union plans and those covered under group insurance plans that do not involve private insurance companies.

"This is a huge victory for us," said New Jersey AFL-CIO President Charles H. Marciante. "What it means for New Jersey is that the legislature now has to address the problem of providing care and then providing a funding mechanism to pay for that care.

"What we'll be doing is setting up a universal health care system," he said. "The ball is in the legislature's court, and the legislature and the governor are going to have to deal with the issue head on."

In 1990, a health care review commission appointed by New Jersey Gov. James Florio and co-chaired by Marciante released a series of recommendations for changing the way the state funded indigent health care. Those proposals included the elimination of the UCTF in favor of a 1 percent payroll tax per worker.

"At the time it was proposed, the 1 percent payroll tax would have been sufficient to meet the needs of paying the uncompensated care bills," Marciante said. "However, that's not the only solution. It's an alternative to providing a funding mechanism.

"We welcome any other proposal for funding health care delivery in this state," he said.

Florio, who had sought reform, said in a prepared statement following the ruling that the court's decision "would appear to finally serve notice on the legislature that it must face up to this important issue. The attorney general had no option in court but to defend the current law of our state."

"But it is a law that must be changed," he said.

Florio's chief health care policy aide, Brenda Bacon, said "the ruling absolutely collapses the system. It no longer can be implemented."

The New Jersey AFL-CIO said there were approximately 800,000 state residents without health insurance who were covered by the UCTF, which paid out an estimated $900 million in 1990.

The ruling, which was to take effect June 5 pending appeal, means that union welfare funds would not be used to underwrite the cost of indigent care. Approximately 40 percent of all hospital bills in New Jersey are incurred by those covered under such plans.

# Newspaper unions negotiate accord in Detroit

Solidarity was the story for the newspaper unions at the Detroit News and the Detroit Free Press, which retained full health care coverage with the Detroit News Agency.

The new three-year contract retains health insurance through Blue Cross-Blue Shield, with the company paying the full cost of coverage. The company, which operates the two newspapers under a joint operating agreement, had sought to replace the health coverage with a managed care system.

In the third year of the contract, the company will make a further $5 a week payment for additional benefits to be determined by the unions. Also, in 1994, life insurance coverage will be increased by $5,000.

Ratification of the new contract has begun with approval by members of several unions and others yet to vote.

"The unions came together, put aside differences and won contracts for all," said Larry Harwood, president of Teamsters Local 372. He said the retention of health care coverage was a major objective of the unions and noted, "we could not have done this without coordination."

"We got a great deal of help from the Metropolitan Detroit AFL-CIO and had the best unity group I've seen in Detroit," said Tom Brennan, president of Graphic Communications Local 13-N.

The Metropolitan Detroit AFL-CIO helped form the Metropolitan Council of Newspaper Unions, which coordinated bargaining and garnered support from unions, community leaders, elected officials and advertisers.

Another victory was the first contract for a maintenance worker unit of the Newspaper Guild. The Guild also has separate contracts with the Press and News for newsroom employees.

The contract's economic package includes lump sum payments rather than wage increases, according to Harwood and Luther Jackson, assistant administrative officer of the Newspaper Guild Local 22.

General wage increases will be a key issue in the next round of negotiations, both men said. Under the agreement, employees will receive a $1,200 bonus on ratification and $1,000 each on May 1, 1993 and in May, 1994.

Claiming hard economic times, the company made a move to reduce the work force by 300, change jobs and working conditions in the circulation department and decrease press manning.

The changes in circulation jobs could have resulted in a loss of income for many of the 1,200 IBT members, Harwood said, but the unions were able to save "about 95 percent" of the income, without a decimating cutback in the work force, he said.

Brennan of GCIU said press manning changes were agreed to after the company opened its books to show union negotiators the paper was hurting, "whether you attribute it to their own ineptitude or the tough situation in the newspaper industry or both."

To accommodate the reductions, the contract contains a provision for buyouts of up to $70,000 for long-term employees. Both Harwood and Brennan said they expect all the work force reductions would come through buyouts, without any layoffs.

Some 185 of the buyouts could come from the IBT local and another 60 from the pressroom and paper handlers, represented by GCIU. The remainder would come from the janitorial, typographical and engraving staff.

Under the buyout arrangement, employees leaving the company with less than five years' seniority would receive severance of $25,000. Those with 30 or more years or with job guarantee provisions in previous contracts would receive $70,000. Employees opting for the buyouts also would receive 10 years of health coverage.

The unions involved include the IBT; the maintenance worker unit of the Newspaper Guild; GCIU locals for paper handlers, pressman and engravers; Machinists; Electrical Workers; Operating Engineers and Carpenters.

— James B. Parks

# Labor mounts last-minute push to pass S. 55

**Continued from Page 1**

"The freedom of workers to withhold their labor is their ultimate recourse in defending their wages and benefits from employer attack and the last resort for employees seeking improvements in their terms or conditions of work," Kirkland said. He described S. 55 as the "most important labor law initiative to come before Congress in more than a decade."

"We have turned around many of our former opponents," AFL-CIO Legislative Director Robert M. McGlotten told the state AFL-CIO officers in notifying them of the voting date. McGlotten said that was achieved only because union members at all levels "worked long and hard on this legislation."

"If your senators are with us, ask them to lobby other senators for S. 55," McGlotten said. "If they are not with us on S. 55, now is the time to pull out all of the stops to encourage them to vote for cloture first and then to vote for passage and oppose any weakening amendments."

All senators received a letter endorsing S. 55 from more than 300 experts on labor law and industrial relations who banded together as the Academics for Workplace Fairness. Their ranks include a virtual Who's Who of experts on labor-management relations.

"Passage of S. 55 will help preserve the system of free collective bargaining that has served the country well for more than 50 years. That system is now in jeopardy," the senators were told.

The professors challenge the underlying assumption of the Mackay doctrine, the Supreme Court decision that created the replacement loophole.

It is simply not true, the letter says, that "employers need to be able to hire permanent replacements in order to continue operations during a strike." That claim just doesn't square with "the experience of other industrial countries" where temporary replacements are allowed during strikes but permanent replacements are not, the professors say.

The group includes such major U.S. academic figures as Ben Aaron of UCLA, Frank Cassell of Northwestern, Tom Kochan of MIT, Gene McKelvey at Cornell, Clyde Summers of the University of Pennsylvania and Hoyt Wheeler of South Carolina University.

While labor and its allies worked to win passage of S. 55, the National Association of Manufacturers sent telegrams urging senators to vote no.

The Ravenswood Aluminum Corp. in West Virginia offers a current example of the damage that can be done by the union-busting loophole.

# Steelworkers mull RAC pact to regain jobs, oust scabs

**Continued from Page 1**

brought RAC back to the bargaining table with a campaign that enlisted the support of unionists and their supporters around the world. Through those efforts, the Ravenswood dispute has become a prime example of detrimental effects of "permanent replacements."

"We hope that the results of our efforts at Ravenswood will deter employers who contemplate the hiring of scabs to steal the jobs of union members involved in a labor dispute," said Becker.

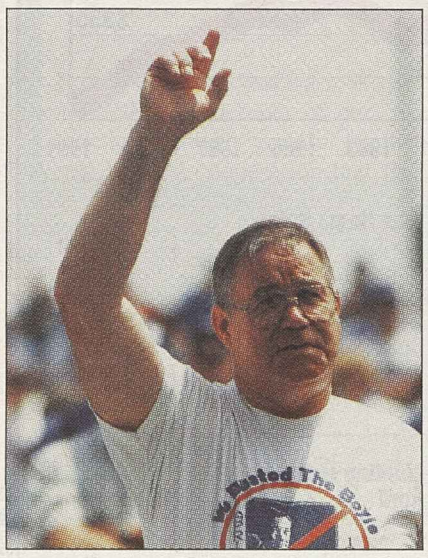
The dispute left the small community of Ravenswood a town divided, as several business owners vowed they would rather lose money than do business with union-busting management and the replacement workers who took jobs away from their friends.

"The replacement workers aren't my customers and my choice is that it remain that way," said Frank Young, owner of D&R Auto and Red Barn Wrecker Service, who admits his business is down by 40 percent. "I'm not going to help a company that is here to break these people.

"I'm not going to help run a scab operation," Young said. "My door is still open, but I'm not making a profit. But I'm standing in solidarity with the union."

Some businesses on Ravenswood's main street couldn't hold on during the dispute. "If you look at the Plaza, five out of 11 units are closed," said Jerry Carpenter of Jerry's Foodland. "We've got locked-out workers who don't have the cash flow they once had and these are the people who built this town."

The lockout was part of a union-busting plan that began in the fall of 1990, when RAC ringed the plant with barbed wire, installed surveillance cameras and hired armed guards. When the contract expired on Oct. 31, the workers decided to work while negotiations continued, but management escorted them out of the building and bused in the replacement workers.



John Himelrick/Image Graphics

**USWA** Local 5668 member vows to last 'One Day More' than RAC at May 16 rally at Ravenswood.

"You don't know how bitter I feel," said Fred West, who worked at RAC for 34 years. "Yeah, I take it personally and, hell no, we will never forget." The lockout was the first negotiation-related work dispute in the 30-year history of the plant, which was sold to RAC by Kaiser Aluminum in 1989.

The current settlement negotiations began on April 29 after Emmett Boyle, the RAC chief executive officer who engineered the lockout, was ousted by the board of directors.

"I think Emmett Boyle had a plan," said Carpenter. "He anticipated a strike and, when that didn't happen, he illegally locked out the workers. He thought he could break the union and they would fall apart."

But in a town where everybody knows their neighbors names, solidarity prevailed. "If I go down, I go down with these guys," said Fred McGosky, owner of Fast Freddy's convenience store. "I stood up for them and wouldn't deny them. They've helped me build a good business for 10 years. I would support them forever. I owe them loyalty."

## Recent cases in which permanent replacements have damaged workers and their communities

| Employer/ Union | Date Strike/ Lockout Originated | Number of Workers Affected | Outcome |
|---|---|---|---|
| **Caterpillar, Inc.** UAW | Nov. 1991 (at some plants) | 12,600 | UAW members returned to work April 1992; negotiations continue. |
| **Frontier Hotel** (Las Vegas) Hotel Employees and Restaurant Employees | Sept. 1991 | 550 | Strike continues. |
| **Rainfair, Inc.** (Racine, Wis.) Ladies' Garment Workers | June 1991 | 136 | Strike ended Dec. 1991; ILGWU members regained jobs. |
| **Holsum Bakery** (Tucson, Ariz.) Bakery, Confectionery and Tobacco Workers | June 1991 | 180 | Strike continues. |
| **Ravenswood Aluminum Corp.** Steelworkers | Locked out Nov. 1990 | 1,700 | Tentative agreement May 1992. |
| **New York Daily News** 10 unions in Allied Printing Trades | Oct. 1990 | 2,300 | Strike ended March 1991. Workers regain jobs under new owner. |
| **Greyhound Lines, Inc.** Amalgamated Transit Union | March 1990 | 9,300 | Bankruptcy. Operating with drastically curtailed service. |
| **Eastern Airlines** Machinists, Pilots, TWU attendants | March 1989 | 18,000 | Bankruptcy. Eastern dissolved January 1991. |
| **Pittston Coal, Inc.** Mine Workers | April 1988 | 2,000 | Strike ended Feb. 1990. Miners regain jobs. |
| **Tugboat/Port of N.Y.** Longshoremen | Feb. 1988 | 2,100 | Strike continues. |
| **International Paper** Paperworkers | March 1987 | 3,500 | Strike continues. |
| **BASF, Inc.** OCAW | Locked out June 1984 | 370 | Lockout ended Dec. 1989; workers regain jobs. |

# UFCW locals ratify pact with Wilson Foods, ending strike

Members of four Food and Commercial Workers locals ratified a new three-year master agreement with Wilson Food Corp., following a three-week strike.

The agreement, ratified May 23, covers nearly 2,000 employees at Wilson meat processing plants in Cherokee, Iowa; Oklahoma City, Okla.; Logansport, Ind., and Birmingham, Ala.

Bill Schmitz, assistant director of UFCW's food processing, packing and manufacturing division, described the contract as "non-concessionary and moves us forward." He said it was a marked improvement over a rejected proposal that led to the strike.

A significant change in the new contract deals with the issue of controlling health care cost, he said.

"We were able to convince them that they could save money over the long term by setting up a joint committee to look at areas of savings rather than pushing the cost off onto the employees," Schmitz said.

The earlier proposal called for employees and retirees to pay more in annual deductibles and out-of-pocket costs. The agreement sets up a joint labor-management committee to select a health plan administrator, who will institute a review program to include hospital pre-certification, a second opinion on elective surgery and service providers for alcohol and drug abuse cases and mental health.

The workers will receive four increases of 15 cents per hour over the life of the contract, boosting the hourly rate to $9.70 by January 1995. They also will receive a $200 contract signing bonus.

All of the workers have returned to work and the company expects to return to full production levels within a couple of weeks.

# ECONOMY

## Weak spots dim outlook for recovery

By John R. Oravec

Any recovery from the Bush recession — now in its 24th month —will be slow as the economy remains dotted with weak spots.

Over the past four quarters, government reports show, economic growth has limped along at a pace that cannot spur a sustained upturn.

Despite claims by the Bush administration and some business groups that recovery is in full swing, the National Bureau of Economic Research has yet to concur. NBER is recognized as the most reliable authority on providing objective quantitative analysis of the U.S. economy.

Analysts suggest that the outlook remains dim even with a revised estimate that the real gross domestic product rose at an anemic annual rate of 2.4 percent in the first quarter of the year. Earlier, the Commerce Department reported the GDP advanced at a 2.0 percent annual rate.

In the three preceding quarters, the total output of goods and services in the United States grew at rates of 1.4 percent, 1.8 percent and 0.4 percent.

The brightest spot in the first quarter gain was an 8 percent rise in after-tax corporate profits. The surge in profits stemmed from rising productivity, extensive cost-cutting, declining interest rates and a slower rise in wages.

But analysts also spotted a dark stripe in the GDP report, which showed that businesses reduced their inventories by only $18 billion, rather than $26 billion in the initial estimate. With the slower reduction in inventories, manufacturers will be less likely to increase production and hire workers.

The jobs outlook softened in April with a 3-point decline in the help-wanted advertising index to 90 percent of its standard base, the Conference Board reported. In April 1991, the index was 96 percent.

The index was down in every region of the country except in urban New England and the Pacific Coast. The sharpest decline was in the Middle Atlantic region, down 12 percent.

In other economic reports:

- The government's index of leading economic indicators advanced 0.4 percent in April. Four of the 11 indicators rose while five others declined.

April's gain was the fourth monthly rise in a row, after several months of running flat in the latter half of 1991.

- Sales of new homes edged up 1.3 percent in April to an annual rate of 533,000 units, following a 15.9 percent plunge in March — the sharpest drop since 1982. New home sales also declined 6.7 percent in February, the Commerce Department said.

Sales of older homes declined 0.3 percent in April.

- Construction spending also declined 0.3 percent in April to $419 billion after three consecutive monthly gains, although there was a slight pick-up in homebuilding.

Non-residential construction fell 1.1 percent to $88 billion, reflecting a decline in factory and office building activity. Spending on government construction projects slipped 2.6 percent to $114 billion, with the biggest drops in education and hospital facilities.

- Orders for factory goods advanced 1 percent to $244 billion in April, the fourth consecutive monthly gain, the Commerce Department said. The March increase was 1.9 percent.

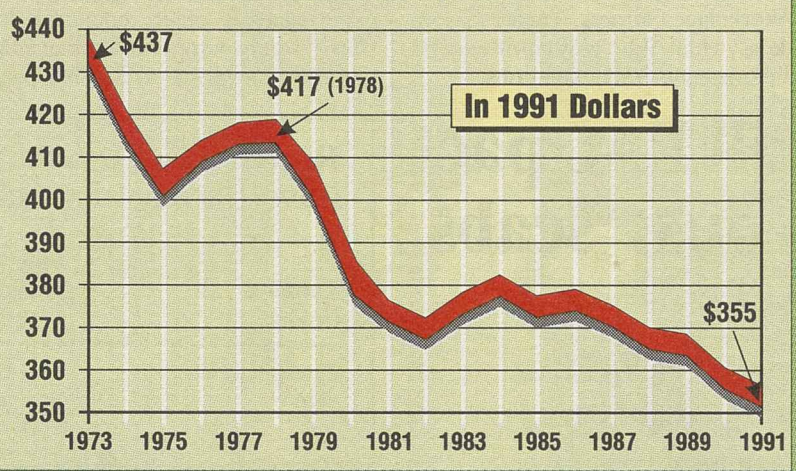
However, the backlog of unfilled orders edged down 0.2 percent — the eighth consecutive monthly decline.

- With a spate layoffs, workers filing initial claims for jobless benefits rose to 407,000 in the week ended May 23, up by 4,000 from a week earlier. The heaviest layoffs came in Michigan, Mississippi and Texas, the Bureau of Labor Statistics reported.

## Significant statistics

### Plunge in average weekly earnings

Production/Nonsupervisory workers, 1973-91




Wages have continued to lose ground to the cost of living over the past two decades. Based on 1991 dollars, the average worker's weekly pay last year was $82 below the 1973 level, a decline of 18.8 percent, AFL-CIO economist Anne Draper pointed out. According to Bureau of Labor Statistics data, average weekly earnings were $437 in 1973; slipped to $417 in 1978; and plunged to $355 in 1991.

**Gross Domestic Product**

| First quarter revised | |
|---|---|
| Change | +2.4 percent |
| Annual rate | $4.9 trillion |

**New Home Sales**

| April | +1.3 percent |
|---|---|
| Annual rate | 523,000 units |

**Construction Spending**

| April | -0.3 percent |
|---|---|
| Annual rate | $419 billion |

**Leading Indicators**

| April | +0.4 percent |
|---|---|

**Factory Orders**

| April | $244 billion |
|---|---|
| Change | +1 percent |

AFL-CIO NEWSGRAFIC

## Budget law bad noose for economy

### *Several studies cite its strangling effect*

A balanced budget amendment would trigger economic instability and put the federal government in a fiscal straitjacket, an array of new studies warned.

The impact of such an amendment, now being considered in Congress, would include deeper recessions, higher taxes, millions more lost jobs, drastic cuts in social programs and bankruptcy for state and local governments, economic analysts predicted.

Their findings cited this ominous outlook:

- Workers would bear a large part of the burden with the unemployment rate surging 6 percentage points higher than it is now, according to the National Planning Association.
- By requiring a balanced budget even in periods of low growth, a sluggish economy could be tipped into recession, the Center on Budget and Policy Priorities said.
- When the economy is in recession, a constitutional requirement of cuts in public spending or tax increases could worsen the economic downturn, causing greater loss of jobs, production and income, according to a coalition of 400 prominent economists assembled by the Economic Policy Institute.

Senate Majority Leader George J. Mitchell (D-Maine) and Appropriations Committee Chairman Sen. Robert C. Byrd (D-W. Va.) vowed to block passage of the amendment. That pledge came after the proposal enjoyed several weeks of soaring popularity and cosponsors in an election-year push for a simplistic message to the voters.

At its May meeting, the AFL-CIO Executive Council noted that the nation's enormous deficits were not caused by an infirmity in the Constitution, rather by huge tax cuts for the wealthy and foolish deregulation.

"While a balanced budget amendment may offer convenient political cover to those who created this mess, it would restrict the ability of government to make sound economic policy, seriously harm the people who depend on government most and make the nation's grave economic problems worse," the council warned.

In letters to members of Congress, AFL-CIO Legislative Director Robert M. McGlotten said deficit reduction should be accomplished through the deliberate decision-making process of Congress — "not through draconian, rigid constitutional formula."

The similar bills for the amendment in the House and Senate would require a balanced federal budget within five years. A study by the Wharton Econometrics Forecasting Associates, conducted for AFSCME, projected that more than 3 million jobs would be lost if such an amendment were enacted.

A constitutional amendment must be ratified by two-thirds of both chambers and then by three-quarters of the state legislatures.

## New BLS data: Recession drains 2.2 million jobs

The severity of the lingering recession has been far deeper than initially calculated, the Labor Department acknowledged in issuing revised data that show employers slashed 2.2 million workers from their payrolls between June 1990 and February 1992.

That revision by the Bureau of Labor Statistics puts the employment losses over the 20-month period at 720,000 higher than originally estimated. Before the correction, BLS had reported that the recession wiped out 1.4 million jobs.

The new seasonally adjusted statistics show that 110.3 million workers were on non-farm payrolls in June 1990, a month before the start of the Bush recession. By February of this year, payrolls were slashed to 108.1 million.

Acting BLS Commissioner William G. Barron said the 720,000 jobs discrepancy was uncovered in the bureau's annual revision, or benchmark, in payroll estimates from the monthly survey of some 350,000 business establishments.

The size of the latest revision was the largest in decades. "It's bigger than we would like," Barron conceded. Over the past 10 years, annual revisions have averaged about 200,000.

AFL-CIO economist Markley Roberts said the revisions should not have an immediate impact on the nation's estimated unemployment rate since that data are derived from the bureau's monthly household survey.

Revisions in the household survey, which are not expected to be completed until 1994, could disclose similar distortions in current BLS calculations.

The government's official jobless rate was at 5.3 percent before the onset of the recession, then soared to a six-year high of 7.3 percent in February and March of 1992.

Reacting to the BLS revisions, Sen. Paul Sarbanes (D-Md.) said the new figures "should put to rest once and for all the myth that this recession is mild or shallow. These figures more accurately represent what American workers have known all along — that this is a severe recession and a disaster for workers who saw 2.2 million jobs disappear."

# OPEIU celebrates 50 years on Wall Street

Thousands of Office and Professional Employees are celebrating their 50th anniversary on Wall Street, even as the New York Stock Exchange is noting its 200th anniversary, commemorated with a special 29-cent stamp issued May 1.

Labor's history on the narrow streets in Lower Manhattan began in 1942, when the Financial Employees Association met with officials of the New York Stock Exchange to bargain for a first contract.

Under President M. David Keefe, the union in nine months of tough negotiations gained an agreement that included grievance procedures, a weekly wage increase and a volume bonus.

The Financial Employees Association, with its membership growing, affiliated in 1946 with the AFL's Office Employees Local 205.

In February 1947, 200 white-capped Seafarers came in solidarity to help — virtually shutting down the market district in a massive show of support for the underpaid and exploited workers in the brokerage business.

The SIU contingent distributed more than 25,000 leaflets that proclaimed, "You need a union. Collective bargaining will correct the inequities of inadequate base pay, uncertain overtime and the total lack of job security which plague your business."

In a letter to the Seafarers, Keefe wrote, "Every member of our organization is deeply grateful for the whole-hearted cooperation that the SIU is extending to our effort. Our cause is a just one. It has been a dirty, uphill fight, but now we know we cannot lose."

Organizing and membership grew, followed by successful contract negotiations that resulted from allied union support. To gain still more strength, Local 205 in 1976 merged with Local 153, which represented 16,000 workers and offered strong research, educational and legal staffs.

The OPEIU will display the commemorative stamp during its convention in Bal Harbour, Fla., June 22-26.

The stamp resembles a small stock certificate and shows the facade of the Exchange's headquarters and an image of the trading floor.

The exchange, founded in May 1792, today has more than 1,900 companies which list their stocks.

## Newsmakers

**Kevin Kistler** has been named director of Region III of the AFL-CIO Department of Organization and Field Services. He succeeds **Walter Waddy,** who retired May 31 after 31 years of service to the AFL-CIO. Kistler, 42, will direct a region that comprises Maryland, Delaware, the District of Columbia, Pennsylvania, Virginia and West Virginia. He joined the department staff in 1975 and served as Region III assistant director under Waddy for two years before coming to headquarters, where he was liaison with state and local governments.

A member of the Paperworkers, Waddy, 62, joined the department staff in 1961 and has served since then in Region III. He became director of the region in 1971.

Amalgamated Bank of Chicago has appointed **David J. Stewart** as senior vice president of the Government and Union Services Department. He has served as a vice president in that department as well as the Commercial Loan and Real Estate Department since 1986.

Numerous celebrities joined with Farm Workers President **Cesar Chavez** May 27 to kick off the Hollywood Grape Boycott. Appearing at a news conference and screening of the 15-minute video "No Grapes" were **Debbie Allen, Ed Begley Jr., Tyne Daly, Rosanna De Soto, Erik Estrada, Valerie Harper, Edward James Olmos, Lou Diamond Phillips, Paul Rodriquez, Luis Valdez** and **Carmen Zapata.** The occasion marked the 30th anniversary of the UFW and helped launch a renewed grape boycott.

### AWARDS

Three local union presidents were honored by Environmental Protection Agency Administrator **William K. Reilly** May 13 for their achievements in pollution prevention. Honored were **Aaron C. Taylor,** president of UAW Local 7; **Larry Biron,** president of Paperworkers Local 57; and **Clement Beaulieu,** president of UPIU Local 82. Taylor participated in the planning, design and construction of Chrysler Corp.'s Jefferson North Assembly Plant on reclaimed, reused land in Detroit. Biron and Beaulieu helped establish a hazardous waste materials minimization program for the Statler Tissue Co. in Augusta, Maine.

**John Bowers,** president of the Longshoremen, has been selected to receive the 1992 Admiral of the Ocean Sea Award given by the United Seamen's Service. The award is presented each year to the persons or organizations in labor, management or government who have made the greatest contributions to international transportation, American seafarers and USS. Bowers has served the ILA as president since 1987, and previously was the union's executive vice president.

### DEATHS

**Dr. Irving J. Selikoff,** 77, a giant in occupational medicine who fought unstintingly to protect workers from workplace disease, died May 20 in Ridgewood, N.J. After a lifetime of fighting carcinogens, including asbestos, he was himself a victim of cancer.

Selikoff, whose work was hailed by the AFL-CIO, the American Cancer Society and others, served as founding director of the first hospital division dedicated to environmental and occupational medicine in the nation, at New York's Mount Sinai Hospital. He also was the co-discoverer of a treatment for tuberculosis.

He found he was treating unusual illnesses in people who worked at an asbestos plant, and his findings eventually led to Occupational Safety and Health Administration and Environmental Protection Agency regulations governing the use of and exposure to asbestos.

Selikoff's findings also spawned millions of dollars in lawsuits concerning workers' illnesses and the asbestos they had encountered on the job.

**Dan Mallinger,** executive director of the Pittsburgh local of the Television and Radio Artists, died of cancer May 24.

Mallinger, 65, had been a member of AFTRA for 40 years. He had worked as an announcer and newscaster with Pittsburgh area radio stations. Mallinger was elected president of the Pittsburgh local in 1960, became its executive director in 1964 and served as AFTRA's eastern regional director.

**John A. Grimes,** a former labor reporter and editor for the Wall Street Journal, died of injuries June 1 after he was struck while bicycling by a semi-rig in Morgan's Point, Texas, where he was the incumbent five-term mayor. He often rode his bicycle to make official rounds of the community.

Grimes, who was 67, had been a labor arbitrator and earlier served as executive assistant to the director of the Federal Mediation and Conciliation Service during the Carter administration.

In the early 1970s, he worked as a consultant for an AFL-CIO task force to promote fair trade legislation.

He also had worked for the Houston Press, Detroit Free Press and the Pittsburgh Press.

## Resources

The National Rainbow Coalition/Citizen Education Fund is sponsoring a **National Leadership Summit** in Washington, D.C., June 11-13 at the Sheraton Washington Hotel. The conference will bring together labor and business leaders, elected officials, the religious community and women's organizations to develop a plan to rebuild the economy and expand democracy. For more information call 202/728-1180.

### CONFERENCES

The 14th Annual **Great Labor Arts Exchange** at the George Meany Center for Labor Studies June 28-30 will explore the cultural heritage of America's workers. Workshops will feature the arts in organizing campaigns and other union activities. For more information, contact the Labor Heritage Foundation at 815 16th St. N.W., Washington, D.C. 20006.

The **Impact of the Americans with Disabilities Act,** sponsored by the public employee committee of the Washington State AFL-CIO, will be held June 12 at South Seattle Community College. Call 206/281-8901.

### PUBLICATIONS

The Labor Heritage Foundation's new catalog lists a variety of cassettes, books and Ralph Fasanella prints, and includes a full range of labor musicians, with songs of organizing, civil rights, women, miners and steelworkers. Contact the LHF, Room 301, 815 16th St. N.W., Washington, D.C. 20006.

### VIDEO

**Health Care Forum USA** is a new 16-minute public service program that helps to answer questions union members are asking about the health care crisis. Copies of the video, No. C-53, produced by the AFL-CIO Health Care Campaign, are $10 each from the AFL-CIO Department of Reproduction, Mailings and Subscriptions, Room 209, 815 16th St. N.W., Washington, D.C. 20006.

### EXHIBIT

The Department of Labor's **American Worker Exhibit** is open for viewing in the lobby area of the Frances Perkins Building, 200 Constitution Ave. N.W., Washington, D.C. 20210. The exhibit contains historical and artistic displays depicting the role workers have played in American life and features three life-size statues of American autoworkers. They were originally created for the General Motors Exhibit at the 1933-34 Century of Progress International Exposition in Chicago.

### TRAINING

Four education/training courses, sponsored by the AFL-CIO Department of Education, will be at the Harbortown Convention Center in Ventura, Calif., during July. The courses include Union Building Through Literacy Programs (July 5-7), One-on-One Coordinator Training Program (July 19-24), Developing Local Union Training Programs (July 19-24) and Teaching Techniques for Labor Education (July 26-31). Contact the Department of Education, 815 16th St. N.W., Washington, D.C. 20006.

# DuPont committees violate ban on company unions

By James B. Parks

The E.I. DuPont de Nemours and Co. violated the National Labor Relations Act ban on company unions by setting up employer-dominated labor organizations, an administrative law judge has ruled.

DuPont dominated the formation and administration of the committees made up of supervisors and rank-and-file employees represented by an independent union, said National Labor Relations Board ALJ Marion C. Ludwig. He found that the seven groups should be disbanded.

The company also unlawfully bypassed the unaffiliated union that represents 2,600 employees at DuPont's Chambers Works and dealt directly with the workplace committees concerning collective bargaining issues such as health and safety, benefits and fitness facilities, Ludwig ruled.

Although only one of the committees is still in existence, a DuPont spokesman said there are "probably some others" at the plant similar to the ones ruled unlawful. The committees were modeled after DuPont's quality of work life groups, which were not at issue in the case. The company likely will appeal, the spokesman said.

The company initiated all the committees, selected the rank-and-file employee participants, and provided meeting places, equipment and supplies, Ludwig found. All seven committees included management representatives.

The company could modify or disband the committees at will, the judge said. Members served for indefinite periods without any rotation and received their regular pay for the time spent on committee business.

Management further dominated the groups by controlling the subject matter of meetings and requiring that all decisions be made by consensus. That requirement "gave the management members an absolute veto," the judge said.

The 1935 National Labor Relations Act specifically forbids the subterfuge, widespread in the 1930s, of a company creating a "union" to circumvent their obligation to recognize a union chosen by their employees. AFL-CIO President Lane Kirkland has defined such organizations as ones in which "the employer sits on both sides of the table."

But the law does not ban worker participation programs — and indeed the most successful ones are in union workplaces, where the management gets real worker "participation" and input.

At DuPont, the company rejected a 1989 union proposal to replace the safety committees with a joint labor-management health and safety committee to discuss all health and safety issues at regular meetings.

As a result, the workers had no free choice as to what type of organization would represent them, nor were they free to discuss issues other than those agreed to by management, Ludwig said.

## *Electromation not a test of 'quality circles'*

Despite efforts by the business community to paint the Electromation case as a test of whether workplaces will have "quality circles," the real issue is whether the National Labor Relations Board will uphold the law against company unions, labor lawyers said.

A number of employers and employer associations asked the board to rule that worker involvement programs — known as "quality circles" — do not violate the federal ban on company unions.

But lawyers for the AFL-CIO and the Teamsters argued that in the case that brought the question before the NLRB, the workplace committees not only were company-dominated but were clearly designed to thwart the union's organizing activities at the plant.

The case arose when Electromation Inc. of Elkhart, Ind., formed five "action committees" in the midst of a Teamsters organizing campaign, ostensibly to help solve workplace issues such as absenteeism, smoking policy and pay progressions for premium positions.

When such committees are set up properly — as they are in many industries — labor does not challenge them, they argued. But that fact is lost in the employer association attempts to get editorial departments of major U.S. newspapers to believe unions are trying to thwart worker involvement programs.

The Elkhart case presents a "classic pattern" of violation of the prohibitions on company unions, said IBT attorney James F. Wallington in his brief to the board. The NLRB "should look beyond the current employer arguments for a new definition of labor organization and focus on the fundamental policy of the National Labor Relations Act, promoting free collective bargaining," he said.

After the union lost an election at the plant in March, 1989, an NLRB administrative law judge ruled the committees were unlawfully dominated by the company. The IBT won another election in August, 1990. The new bargaining unit, IBT Local 364 of South Bend, Ind., has signed a three-year contract with the company.

In oral arguments before the NLRB on the case last September, AFL-CIO General Counsel Laurence Gold said no changes are needed in the current labor law to protect companies setting up workplace cooperation committees.

The 1935 National Labor Relations Act made it illegal for a company to create and have a voice in running labor organizations, Gold said. Congress clearly opted for employee self-organization and for assuring that labor organizations are independent of management, Gold said.

Only that approach, Gold added, "protects true employee free choice and assures that the employee representatives single-mindedly advocate the employee position."

— James B. Parks

# INSIDE

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JUNE 8, 1992

AFL-CIO NEWS

**1** ***Senate showdown set on Workplace Fairness***
Unions are making a final push to pass the Workplace Fairness Bill, S. 55, expected to face a filibuster when it comes up for consideration on the Senate floor the week of June 8.

**2** ***Bush enterprise zone plan found wanting***
Scorning the Bush administration's "Band-Aid" approach, the AFL-CIO outlines its "urban agenda" to bring jobs and a healthy environment to America's cities.

**4** ***Health, safety programs pay off in workplace***
As the OSHA reform bill passes out of a House committee, study finds that workplace safety and health programs can play a big role in improving conditions on the job.

**5** ***Milwaukee unionists seek end to job drain***
Unionists send a message to corporate participants at a Milwaukee trade conference, protesting the drain of good U.S. jobs to the maquiladoras in Mexico.

**6** ***Boston Harbor case goes to high court***
The U.S. Supreme Court agrees to hear a case that will determine how much authority a state agency has in requiring contractors to honor a negotiated project agreement.

**7** ***Rail unions charge settlement "off track"***
Unions rejected the proposal offered by three presidential emergency boards as a "rubber-stamp" in derailed talks with the nation's major freight and passenger carriers.

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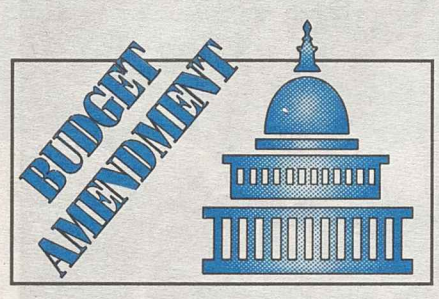


**The House** turns back a "misleading" call for a constitutional amendment that would require a balanced federal budget. **Story on Page 3.**

# Ravenswood ends 19-month agony

## *'... and it didn't need to happen'*

**By Muriel Cooper**
***Ravenswood, W. Va.***

One of labor's biggest struggles of recent years is over — with the scabs out and the Steelworkers going back to work in Ravenswood June 29.

The Steelworkers at Ravenswood Aluminum Corp. ratified the new agreement 1287-181 with results announced June 12. Buffeted by the "permanent replacement" craze but bolstered by their own solidarity, the Ravenswood strikers persevered for 19 months after they were locked out in November 1990.

"And it didn't need to happen," AFL-CIO President Lane Kirkland said when the ratification vote was announced. "Nothing can give back those 19 months of devastation suffered by all the residents of Ravenswood."

The ratification came between the two cloture votes with which the U.S. Senate refused to shut off debate in order to have a vote on the Packwood amendment to end the use of the "permanent replacements" who caused the unnecessary agony at Ravenswood.

Kirkland said all U.S. senators "should know the Ravenswood story when they vote on cloture."

In Ravenswood, the June 12 vote was greeted with cheers, tears and champagne.

"You have become the focal point for the entire labor movement in America and across the globe for your unparalleled courage in standing in solidarity for your dignity, for your rights, over the last 19 months," said USWA Vice President George Becker.

"You've had 19 months of putting up with a lot of crap that wasn't necessary and you won. You beat them. You beat R. Emmett Boyle. You beat the scabs. When you go back into that plant June 29 with your heads held high, every working person will march through the gate with you."

Boyle is the CEO who devised and executed the lockout strategy and was ousted by the board on April 21 after 17 months of low production and dwindling profits with the scabs in the plant. Before new owners bought out Kaiser Aluminum and Boyle took over as CEO, the union and the Ravenswood community enjoyed a constructive 30-year bargaining relationship.

When Boyle's plan for "permanent replacements" went into effect, the Steelworkers offered to work under the old contract while negotiations continued into November 1990. But they were escorted out of the plant by the newly hired guards and 1,100 replacement workers were brought in — along with refrigerated boxcars of food and security video cameras.

"They thought they were going to break the union," recalled Local President Dan Stidham of the company's open defiance to negotiate a contract. When Boyle was ousted 17 months later, the new management sent former

**Continued on Page 2**

John Himelrick

**Tears of joy** greet the news that the 19-month lockout at Ravenswood Aluminum Corp. has ended with a new three-year contract.

# Senate fails cloture, lets tragedy continue

Failure of the Senate to invoke cloture and ban the "permanent replacement" of strikers "continues a tragedy for those Americans who will lose their jobs because their employers have no incentive to compromise," said AFL-CIO President Lane Kirkland.

Opposition remained steadfast from both the employer community and the Senate minority even after the AFL-CIO endorsed an amendment by Sen. Robert Packwood (R-Ore.) that conditioned the ban on replacement workers on union acceptance of non-binding fact-finding to resolve disputes.

The cloture petition drew 55 votes on June 11 and 57 on June 16 when two senators returned from the environmental conference in Brazil. Knowing a filibuster would be mounted, the AFL-CIO worked on the goal of the 60 votes needed for cloture from immediately after the House passed the measure July 1991 by a 247-182 vote.

The Packwood amendment drew the endorsement of an impressive array of labor law experts, including Secretaries of Labor under all five administrations before the Reagan-Bush era: W. Willard Wirtz, George P. Shultz, John Dunlop, W.J. Usery Jr. and Ray Marshall. But not from the Senate.

Votes for cloture were cast by five Republicans — Senators Ted Stevens of Alaska, Arlen Specter of Pennsylvania, Mark Hatfield of Oregon and Alfonse D'Amato of New York in addition to Packwood. But those five were offset by no votes from southern Democrats Terry Sanford of North Carolina, Ernest Hollings of South Carolina, Dale Bumpers and David Pryor of Arkansas, as well as David Boren of Oklahoma.

"The polls indicate that the vast majority of Americans believe workers should not be fired for exercising their lawful right to strike," Kirkland said. "A majority of the House and Senate believe it, too. Unfortunately, a majority is not enough."

"The post cards, letters, phone calls and telegrams from union members all over the country made a big impression on the Hill and helped shore up the bill's support. They should be proud of their efforts. They should also remember the five Democrats who abandoned S. 55 and the five Republicans who voted for cloture," AFL-CIO Legislative Director Robert M. McGlotten said.

Of the Packwood amendment, Kirkland said "union members do not fear the fact-finding process. It is consistent with their goal of peaceably resolving disputes with their employers and thereby avoiding strikes."

Kirkland went over the Packwood amendment with members of the AFL-CIO legislative priorities committee June 8, when the decision was made to tie the protection against permanent replacements to a union offer of submitting bargaining disagreements to a dispute resolution process somewhat like that used by the postal unions.

If the employer refuses either the fact-finding or the subsequent panel recommendations, union members would be free to strike and replacement workers would be banned. Conversely, a union which refuses either option would be free to strike, but the ban on permanent replacements would not apply under the Packwood proposal.

John Himelrick

**Local 5668 member** Carlisle DeWitt puts up for rent sign on a picket shack as USWA members celebrate their victory.

# USWA win unleashes cheers, tears, champagne

**Continued from Page 1**

National Relations Labor Board general counsel Peter Nash to renew negotiations.

The new agreement settles a National Labor Relations Board unfair labor practice complaint that RAC unlawfully locked out its 1,700-member workforce. The average worker had worked more than two decades for the company and was 50 years of age.

"The scabs will leave at 7 a.m. on June 29 and we come back at 9 a.m. There is a two hour difference so they don't see us, and we don't see them," said Stidham.

The contract also calls for a $2,000 back pay award to each worker and establishes a "progress sharing" formula for distributing to workers 10 percent of after-tax profits for the next five years. The workers will also receive $1.25 per hour wage increase over the life of the contract, with a 75-cent raise effective immediately and a quarter raise in June 1993 and June 1994.

The contract also increases pensions $3 a month over the contract term, with the first $1 increase retroactive to Nov. 1, 1990, the day of the lockout, and additional $1 increases this year and in 1994.

Using the theme that they would last one day longer than the company, the Steelworkers, along with the AFL-CIO, the Industrial Union Department and union affiliates mounted an international campaign designed to bring RAC back to the bargaining table.

Their campaign led them from the little mountain town of Ravenswood to the highest levels of the U.S. government, to 15 foreign countries spanning five continents.

In most cases, it was to line up union and citizen support in other communities where the same owners operated facilities, and to inform prospective buyers of Ravenswood Aluminum, like the major U.S. beer and soft drink companies, of the struggle in West Virginia.

The workers were also successful in calling attention to the health and safety problems in the plant. The Occupational Safety and Health Administration fined the company more than $600,000 for 200 safety violations. The West Virginia Department of Natural Resources and the Environmental Protection Agency also sent inspectors to look into charges of RAC's illegal dumping of toxics into the groundwater and the Ohio River.

"We did what was necessary to pursue them," said Stidham. "I hope it teaches corporate American that they can be beat."

Or, as one of the Steelworker wives — the "Women of Steel" — said in passing by the plant, "they'll never prosper taking another man's job."

# AFL-CIO damns Bush scheme to tie up unions in red tape

The AFL-CIO estimates that every U.S. union member would pay about $10 for wasted paperwork under the Labor Department's proposed new Forms LM-2 and LM-3, the annual reports that labor organizations are required to file.

AFL-CIO Secretary-Treasurer Thomas R. Donahue damned the proposals as serving no useful purpose except to further President Bush's political aim of appeasing his party's most virulent anti-union element by seeking to tie up unions "with an enormous amount of red tape and then make union members pick up the tab."

"Information on trade unions is already available by the cartload," Donahue said. "Trade unions have been filing detailed financial reports for 30 years."

Dr. Ruth Ruttenberg, the economist who analyzed the Labor Department regulations for the AFL-CIO, estimated the bookkeeping and accounting costs to unions at $192 million, or $10 per union member. She said Labor Department officials acknowledged an increase of $58 million.

But, Ruttenberg discovered, they jiggled the figures to come up with the $58 million. Just before submitting the new proposals, they inflated by 500 percent their estimate of current union bookkeeping costs so the new proposal would not look that much higher.

"In addition, the Labor Department itself admits that there are no supporting data for any of the numbers it has put forward," she said. "It assumes that all local unions already use the complicated accrual basis for their accounting."

Donahue explained to reporters the switch from "cash basis" accounting, to the "accrual" method. He estimated that only 2 or 3 percent of local unions use the professional accountant's accrual method.

Local unions use the cash basis because local books are kept by, recorded for and shown to union members, who can read those records as readily as they read their own checkbooks. Ruttenberg estimated that 80 percent of local unions do not hire professional accountants.

She also estimated that 2.5 million more hours of paperwork would be required for local unions to comply with the new regulations.

Donahue noted that right-wing groups pressured the White House to follow up on the Supreme Court's 1988 Beck decision favoring agency fee payers who object to union expenditures.

He noted that the New York Times reported the right-wing effort in February 1992 during the New Hampshire primary. Subsequently, the Washington Times chronicled how the deal was sealed during the Georgia primary — when Patrick Buchanan was also doing well against Bush.

Bush's April 13 Rose Garden unveiling of the initiative "gave hypocrisy a bad name," AFL-CIO President Lane Kirkland said.

The number of agency fee payers is small, and among them, the number who object to union use of their money is almost infinitesimal. For example, three AFL-CIO unions with more than 500,000 members have fewer than 50,000 fee payers each. Two of the three unions have 500 objectors and the third has fewer than 2,000.

But the facts haven't prevented such distortions as the figure from Vice President Dan Quayle's competitiveness council that $2.4 billion in union dues will be "saved" by Bush's initiative.

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# LEGISLATION

## House rejects budget amendment

By Mike Hall

A proposed amendment to the U.S. Constitution to require a balanced federal budget, which was strongly opposed by the AFL-CIO, was turned back in the House June 11.

Noting that Congress already has the authority to balance the budget, the AFL-CIO called the attempt to write it into the Constitution "misleading, misguided. . . cynical and hypocritical" and predicted it would result in "dramatically increased taxes and desperately reduced program and benefit levels."

The 280-153 vote was nine votes short of the two-thirds majority required for a constitutional amendment. Just prior to the vote, the amendment's backers were predicting victory.

But a grassroots campaign against the scheme pointed out to voters its serious drawbacks. House offices fielded thousands of phone calls against the measure — many sparked by a series of AFL-CIO radio ads which ran in 14 states. In the end, 12 co-sponsors voted against the resolution.

Calling the vote "a close call for the nation," AFSCME President Gerald W. McEntee said a balanced budget amendment would "wreak havoc on every state's economy and bring any prospects for an economic recovery to a screeching halt."

Earlier, the AFL-CIO Executive Council said the measure was a "convenient political cover for those who created this mess, (which) would restrict the ability of the government to make sound economic policy, seriously harm the people who depend on the government the most and make the nation's grave economic problems worse."

Viewed by many as an election year gimmick, H.J. Res. 290 would have required Congress and the president to determine the level of federal revenues expected each fiscal year and develop a budget with expenditures at or below the level of the receipts. A 60 percent majority vote by Congress would have been required to approve any deficit spending under any economic circumstances, allowing a 40 percent minority of Congress to control the direction of the economy.

"It would shift the budgetary power to blocks of minorities in Congress" and the courts, House Speaker Thomas Foley warned during floor debate.

With such an amendment in effect, massive program cuts would be required and tax hikes passed to offset the deficit of the Bush recession, which increased more than $100 billion above its projected level in 1990.

In a letter to House members, AFL-CIO Legislative Director Robert M. McGlotten said that "at a time when workers need hope and a feeling of security about their futures, passage of a constitutional amendment to balance the budget would be the most cynical and hypocritical action the Congress could take.

American workers, he wrote, are "worried that their institutions — most especially the Congress — cannot respond to their needs for stable jobs, health care for their families and the ability to educate their children. If you think that passing a balanced budget amendment is going to make these workers believe their needs are being addressed, we believe you are making a profound and tragic mistake."

Prior to the vote, AFSCME had commissioned a study by Wharton Econometrics Forecasting Associates (WEFA) which estimated that such an amendment — requiring a zero federal deficit by 1995 — would result in a $250 billion tax increase over three years, an annual 10 percent cut in federal programs through the end of the decade and the loss of more than three million jobs a year.

A coalition of 400 economists, working with the Economic Policy Institute, warned that a constitutional amendment requiring spending cuts and tax hikes in a recession would only worsen the downturn and result in an even greater loss of essential jobs, production and income.

The group included seven recipients of the Nobel prize for economics.

The WEFA study also warned that recipients of Social Security benefits and Medicare and Medicaid were threatened by the scheme, with those programs facing deep cuts if the amendment were adopted.

While the call for a balanced budget has been repeated constantly by idealogues during the Reagan and Bush years, neither president ever submitted a balanced budget to Congress among more than a dozen offered.

"This amendment is the direct result of the mismanagement and misguided policies of Presidents Ronald Reagan and George Bush. This amendment is Ronald Reagan's revenge. . . He left a deficit behind him that is nothing short of a time bomb. It's an act of political desperation which will haunt us for generations," Rep. Richard J. Durbin (D-Ill.) said.

Other comments from the more than 16 hours of debate:

"No amendment balances the budget. No amendment makes the tough choices that need to be made and no amendment will give us the courage, the guts and the leadership to make those tough choices," said Rep. Leon Panetta (D-Calif.).

"If you want to assure that the Social Security trust fund is raided, vote for this amendment," Rep. Mary Rose Oakar (D-Ohio) said.

"Worried about your constituents being mugged and hit over the head, let us pass a constitutional amendment abolishing crime. Abracadabra, our streets are safe. . . Worried about the scourge of AIDS? A constitutional amendment abolishing aids. No more incurable diseases. Hocus-pocus," Rep. Charles Schumer (D-N.Y.) said.

## AFL-CIO tracks worker rights in 6 nations

By John R. Oravec

Worker rights violations continue unabated in a number of developing countries that enjoy duty-free imports to U.S. markets, the AFL-CIO said.

In testimony to a panel of the U.S. Trade Representative, the AFL-CIO noted that denial of the special trade privileges brought progress in some nations, but a tracking of cases under the Generalized System of Preferences (GSP) over seven years shows a clear need for improved application of the provisions.

With the study focusing on six countries, AFL-CIO chief economist Rudy Oswald said the GSP action worked in Chile and the Central African Republic when benefits were withdrawn. But misapplication of the provisions failed to bring any measurable improvements in human and workers rights in Panama, Paraguay, Syria and Thailand.

Under U.S. trade law, countries that are beneficiaries of GSP provisions must conform to internationally recognized standards for workers: the right of association; the right to organize and bargain collectively; a prohibition on forced labor; a minimum age for the employment of children and acceptable working conditions covering minimum pay, hours of workers and job safety and health.

Chile's GSP benefits were lifted in 1988 for continuous worker violations under the Pinochet dictatorship. After trade unions mobilized to oust Pinochet and elected President Aylwin, worker rights were restored and GSP benefits were reinstated with the backing of the AFL-CIO.

A withdrawal of benefits for the Central African Republic led to the government restoring trade union rights in 1989 after some five years of violations. But conditions for workers have deteriorated since the privileges were restored a year ago.

In Paraguay, GSP privileges were withdrawn in 1987 at the urging of the AFL-CIO after workers were denied the right to organize and bargain collectively. The U.S. government restored benefits prematurely in February 1991 on promises from President Rodriguez that progress would be made. A year later, the Paraguayan government has yet to reform its restrictive labor code and worker rights violations continue, the federation pointed.

Although the AFL-CIO first petitioned for sanctions against Syria in 1988 over workers rights violations as well as on charges by the State Department of Syria harboring terrorists, Syria continues to have GSP privileges while the USTR holds the case in review.

Nor has the USTR taken action against Thailand, despite the federation's petition in February 1991 that cited "continuing reports of gross worker rights violations."

Sanctions also were requested against Panama a year ago, but no action has been taken despite promises of reforms. "Workers in Panama are still being denied the right to bargain collectively," Oswald testified. "And without the ultimate incentive to change — namely, trade sanctions — workers in Panama will continue to suffer."

## Capitol Digest

"Motor voter" legislation, which could add millions of eligible voters to election rolls, won overwhelming House approval June 16 by a 268-153 margin. The bill is backed by the AFL-CIO and a coalition of citizen groups, including the nonpartisan League of Women Voters, but faces a presidential veto.

The Senate version, S. 250, would allow citizens to register when they apply foror renew drivers' licenses and other permits. It also would permit registration by mail and at some state and federal offices. The bill contains stiff penalties for voter fraud. More than 30 states have similar laws.

In 1988, only half of eligible voters went to the polls. The last congressional election drew only a 36 percent turnout to the polls. Most other nations have about an 80 percent turnout rate, but those countries have some form of automatic registration.

"If enacted, this bill would expand voter participation in the United States, while ensuring the integrity of the electoral process," AFL-CIO Legislative Director Robert M. McGlotten said.

The bill's opponents have claimed fraud as their major concern, but most observers agreed that the GOP fears an increase in the number of Democratic Party supporters.

The fraud argument, an old one, and was one of the main arguments raised against the voting rights Act of 1965, Rep. John Conyers (D-Mich.) noted.

The legislation would "enfranchise 70 million Americans who consistently cannot vote because they are not registered. This bill will strengthen democracy," said Gracia Hillman, executive director of the League of Women Voters.

In May the Senate approved the bill, but only after the third GOP-lead filibuster was killed.

Elsewhere on Capitol Hill:

**ERISA PRE-EMEPTION** — An AFL-CIO-backed bill to prevent employers from avoiding state prevailing wage laws, apprenticeship regulations and mechanics' liens was reported by the House Education and Labor Committee June 10 by voice vote. The bill, H.R. 2782, would remedy the misinterpretation of the 1974 Employment Retirement Income Security Act by Reagan-era federal judges.

**EXTENDERS** — The Senate Finance Committee reported a tax measure which contains extensions for several AFL-CIO-supported employer-provided benefits for workers, including prepaid legal services and education benefits. The current provisions expire June 30. The bill now goes to the Senate floor.

**MARITIME** — A bill to extend U.S. labor laws to foreign-flag vessels which frequent U.S. ports was approved by the House Education and Labor Committee. The bill, H.R. 1126, was approved earlier by the Merchant Maritime and Fisheries Committee.

# Repetitive motion suits combined as problem grows

A federal judge has consolidated 44 hand-injury lawsuits into one case, a development that signals a new recognition of the dangers of repetitive motion activities on the job.

The individual cases, now pending together in federal court in New York, were brought by employees who work on computers, calculators, supermarket check-out scanners and other electronic and mechanical devices that require the same motions for much of the workday.

Because workers' compensation laws bar suits against one's employer for on-the-job injury, the plaintiffs in the New York case are suing the manufacturers of the equipment with which they work.

The Occupational Safety and Health Administration does not have a standard on ergonomics, and on April 20 rejected a nine-month-old petition seeking emergency regulations on the issue, saying the dangers were not serious enough to put the regulation on a fast track.

The Bureau of Labor Statistics reported in 1990 that 180,000 U.S. workers suffered from repetitive motion injuries tied to tasks from meatpacking and poultry work to office work. The increase in the injuries has been attributed to the growing use of computer video display terminals (VDTs). BLS estimated that more than 46 million Americans worked on computers in 1990.

The rise in repetitive motion illness was confirmed in a recently released survey of VDT operators conducted for the Communications Workers.

The study of 9,127 CWA members employed as operators, service representatives, clerical VDT operators and technicians showed significantly high numbers of respondents who reported hand and wrist pain, numbness or tingling of fingers, arm or shoulder pain, neck or back pain, and leg pain.

Of those, many indicated having severe illnesses or disorders — cysts on the hands or wrists, tendonitis or carpal tunnel syndrome.

"(The survey shows) the problem is continuing to occur in ever-greater proportions," said David E. LeGrande, CWA Coordinator of Occupational Safety and Health. "Even when employers are introducing better equipment, it's still occurring because it's a cumulative build-up disorder."

CWA conducted nearly identical surveys on repetitive motion illness in January 1989 and June 1991. Questions targeted health symptoms and disorders and physical working conditions — and the 1991 survey asked about employees' use of the workers' compensation system.

A comparison of the surveys shows that 34 percent of respondents in the latest one have experienced severe disorders — up 5 percentage points from three years ago. Across the board, the percentage of respondents reporting having problems has increased from the first survey.

In addition to the four job classifications specifically targeted, the survey reported that "somewhat surprising was the number of members in other jobs reporting repetitive motion health symptoms, such as maintenance administrators, engineering and drafting operators and building mechanics. Many of these workers also reported long-term health symptoms."

Earlier surveys conducted by the Newspaper Guild found a high instance of repetitive motion injuries among journalists, who are among plaintiffs in the consolidated suit in New York. Included in the suit are employees of the New York Times, Philadelphia Inquirer, Philadelphia Daily News and Newsday, as well as NYNEX, Blue Cross-Blue Shield and the New Jersey Department of Taxation.

Among the equipment manufacturers being sued are companies such as Apple Computer, AT&T, Atex, IBM and Eastman Kodak.

The CWA survey noted that "VDT repetitive motion illnesses are primarily caused by the speed and type of work. Additional work organization procedures (e.g., workload, monitoring and management style) and poor physical design of workplaces also contribute to the onset of the described worker health symptoms."

Many low-cost fixes can be implemented by employers to ease the effects of the cumulative trauma disorders, such as institutionalizing work breaks and exercise breaks, providing proper back support and wrist support and better training.

The report calls for CWA to target the treatment and prevention of VDT repetitive motion illnesses as a top priority for the union's bargaining, occupational safety and health, education and legislative activities.

— **Colleen M. O'Neill**

# Workers need safety voice, Jackson says

## *ACTWU airs benefits of joint safety panels*

**By Colleen M. O'Neill**

The Rev. Jesse Jackson added his voice to the chorus calling on Congress to give workers a voice in their own safety through OSHA reform.

In the Senate Labor and Human Resources Committee's final hearing on S. 1622, Jackson extended his notion of empowerment to the workplace, stressing the need for dignity and decency.

"The character of the country is measured by the quality of the lives of its most vulnerable," Jackson testified. "It is time that we turned back this tide of mean-spiritedness and cheapness and profits over people. This struggle to make America better is about human life, and (it's time we) renewed our commitment to working people's dignity."

Jackson spoke of the tragedy that overtook the workers and the people of Hamlet, N.C., after the fire last September took 25 lives, and noted the simple test posed by the Senate OSHA reform legislation, S. 1622.

"If you are serious about empowerment, let workers enforce health and safety regulations," he said. "Let workers, who know the plant and the process intimately, monitor the safety of their working conditions. Have workers elect their own OSHA enforcers and guarantee that those representatives will not be fired.

"The answer is not more bureaucracy but more democracy."

There are only about 1,000 federal OSHA inspectors and approximately an equivalent number of state OSHA inspectors responsible for the nation's nearly 6 million workplaces. That means that, on average, a visit from an OSHA inspector is a once-in-a-lifetime experience, coming as it would every 80 or so years.

Giving workers a voice in their own safety through Titles I and II of the reform measure would mean the establishment of workplace safety and health programs and, for those facilities with more than 10 workers, workplace safety and health committees. Both would provide means for workers to be involved in addressing hazards.

Steve Yarmola/AFL-CIO News

**The Rev. Jesse Jackson:** "Let workers enforce health and safety rules."

Testifying later in the hearing, Eric Frumin of the Clothing and Textile Workers disputed a report on the cost of OSHA reform released just prior to the hearing.

Frumin, the director of health and safety for ACTWU, said the report — done by the Employment Policy Foundation and backed by Sen. Orrin Hatch (R-Utah) and Rep. Paul Henry (R-Mich.) — was inaccurate in estimating the cost of more than $50 billion annually to private businesses.

That the report was less than truthful comes as no surprise, he said, since an earlier EPF study contained numerous falsehoods regarding worker involvement in health and safety issues.

In support of his assertions, Frumin submitted for the record a statement by Joe Laymon, the director of corporate industrial relations worldwide for Xerox Corp., which stated "The authors' position (on the first study) is a mischaracterization of the Xerox/ACTWU employee involvement effort. . . . They failed to examine the successes of that effort between 1984 and 1992."

"We have been identified by the U.S. Department of Labor as a model, if not the model, for cooperative labor-management relations," Laymon's statement read.

"The Xerox/ACTWU partnership is world class. We invite the author to visit us first-hand, to talk to us, to see what we do, and not to rely on outdated, 10-year-old information.

"I strongly recommend joint company-union committees not only in the area of safety and health, but also in the fundamental running of our businesses in this country."

Much of the hearing focused on the cost of delivering on the promise of a safe workplace initially put forth by the Occupational Safety and Health Act more than 20 years ago.

Committee Chairman Sen. Edward M. Kennedy (D-Mass.) said the costs to the nation are greater if OSHA is not reformed.

"In 1989, America spent $83 billion — almost 2 percent of GNP — on the costs of occupational injuries. Approximately 80 percent of these injuries are avoidable. America can save billions — far more than the cost of OSHA reform — by preventing workplace injuries, and it can save even more by preventing the large costs associated with occupational illness and death and the non-work related costs of injuries."

# Court: UFCW may represent non-members

A federal appeals court allowed Food and Commercial Workers attorneys to represent non-union workers in a lawsuit seeking back pay for illegal off-the-clock work at Farm Fresh Inc., a Virginia grocery chain.

"History may record this as a major turning point for workers and unions," said UFCW President William H. Wynn.

"By rejecting a hypothetical conflict of interest and the suspect argument of the employer that the union had an 'ulterior motive' in seeing that non-union workers received all the pay to which they are legally entitled, the appeals court has cleared the way for unions to help exploited workers," Wynn said.

The May 26 decision by the U.S. 4th Circuit Court of Appeals overturned a district court's disqualification of the union attorneys in the case, voided its prohibition against union financial assistance for the suit, ordered the lower court to approve sending a notice to 27,000 potential participants, and restored the suit that was dismissed in April 1991 when the plaintiffs could not find another attorney.

In September 1990, Michelle Shaffer and 125 current and former Farm Fresh employees filed a class action lawsuit against the tidewater Virginia grocery chain with the help of UFCW Local 400, which was conducting an organizing campaign at the company.

The suit, Shaffer vs. Farm Fresh, alleges that the company violated the Fair Labor Standards Act by forcing employees to work unpaid overtime off the clock, requiring them to work through breaks without compensation and altering their time records.

The decision will "open a flood gate" of union-assisted litigation to protect non-union workers' rights, Wynn said. "Unions have a moral obligation to help exploited workers, whether they are union members or not, and the Farm Fresh decision will encourage that," Wynn said.

# UNION NEWS

## Teamsters car-hauling pact ratified

Teamsters who haul new cars to dealers rolled up a 93 percent approval margin in ratifying a four-year contract that will boost wages across the board at least $1.60 an hour and provide job security for 16,000 IBT members.

Retroactive to June 1, 1991, the agreement with the National Automobile Transporters Association got the green light with a 8,526-685 vote in a mail referendum, the union reported.

In addition to the four-step pay increase, the contract bars the major carhaulers in the NATA from setting up new double-breasted subsidiaries that operate outside IBT contracts and pay inferior wages and benefits.

Under the pay package, hourly wages rise each June 1 — 45 cents retroactive to 1991; 40 cents in 1992; 30 cents in 1993; and 45 cents in 1994.

Truckers also will receive increases of 2 cents per loaded mile and 1 cent per running mile retroactive to 1991, as well as additional mileage rate increases coming in subsequent years of the contract.

Cost-of-living adjustments will be made in 1993 and 1994 if the government's consumer price index tops 5 percent. The contract also provides improvements in health benefit and pension contributions with increases of $18 a week retroactive to 1991, as well as $12 a week in 1992 and 1993.

Under the "work preservation" clause of the agreement, parent companies are prohibited from shifting operations to non-IBT subsidiaries. Any disputes under the clause would be submitted to expedited arbitration with a decision 60 days after filing.

## Actors, AFTRA sign up movies

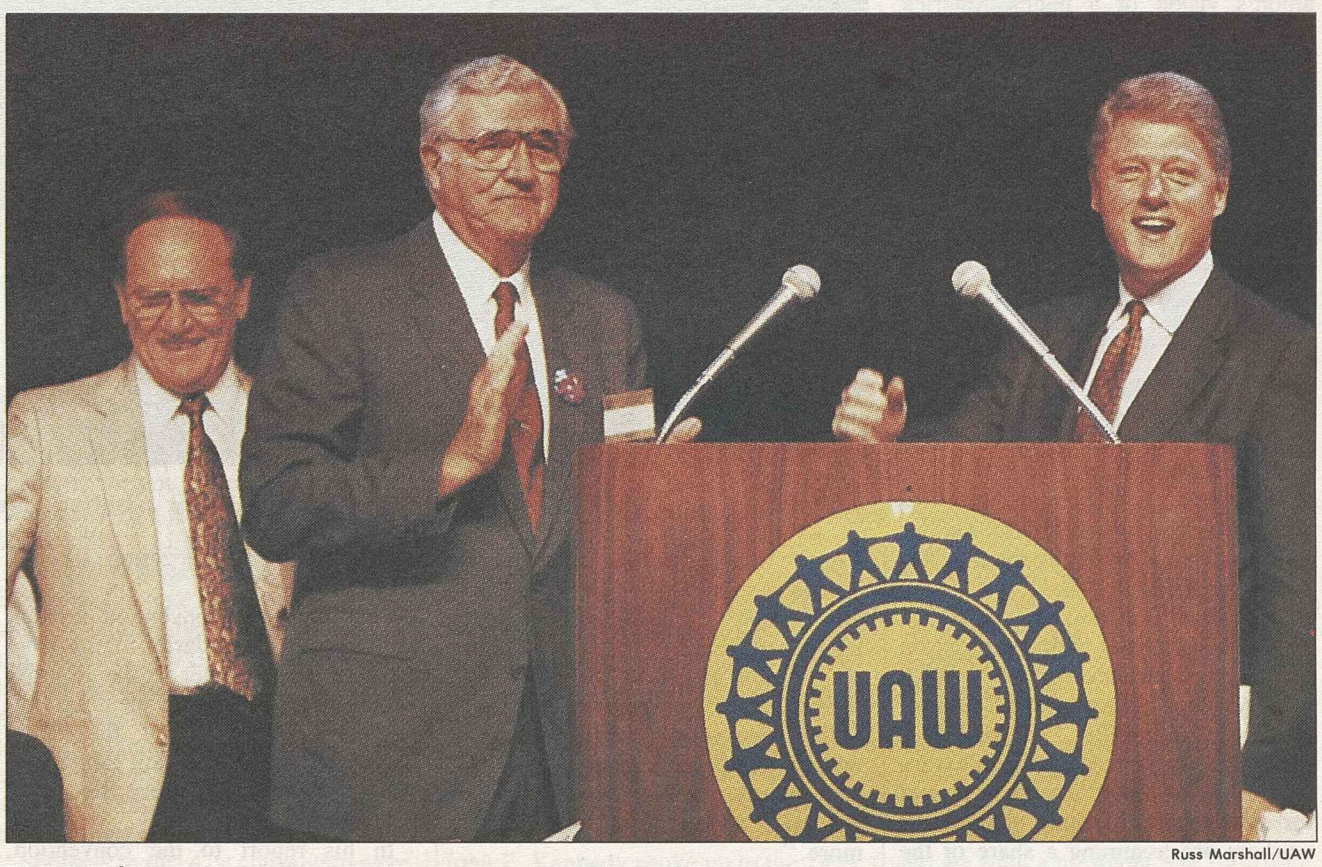
Members of the Screen Actors Guild and the Television and Radio Artists overwhelmingly ratified a new three-year contract with movie and television producers.

Ninety-one percent of the voting union members approved the new pact, which covers about 110,000 members of SAG and AFTRA, according to SAG spokesman Mark Locker.

"At long last, we have a package," said AFTRA President Reed Farrell, who credited union negotiators "for hanging in there for five months of arduous negotiations."

Highlights of the contract are yearly increases of 4 percent beginning July 1, an increase in meal and travel allowances, improved training and retraining and an affirmative action program covering age, disabilities and sexual preference.

SAG will have jurisdiction over extra performers previously represented by the Screen Extras Guild, which merges into SAG June 30. Under the new contract, SAG extras will be paid $65 a day, and the Producers' Alliance agreed that for theatrical and television productions, the first 15 extras used will be SAG members.




Russ Marshall/UAW

**UAW President** Owen Bieber and Secretary-Treasurer Bill Casstevens, left, welcome presidential contender Gov. Bill Clinton. The more than 2,000 delegates greeted the Democratic front-runner with a standing ovation.

## 'UAW born in times like these'

**By James B. Parks**
*San Diego*

The UAW stands strong, united and ready to fight back against the union busters and the forces that are destroying the nation's social and economic order, UAW president Owen Bieber proclaimed as he opened the union's constitutional convention.

"Let us not forget that our union was born in a time like this," Bieber said.

The key to change in the anti-union attitude in the nation is the election of new Presidential administration, Bieber told the convention at which likely Democratic nominee Bill Clinton also spoke. Bieber also attacked the candidacy of independent H. Ross Perot, recalling that as chairman of Electronic Data Systems, Perot went to great lengths to keep UAW out of a California EDS plant.

"Periods such as this offer exceptional opportunities to those of us whose vision, principles and goals are clear," he said, noting that was the strength of the UAW in the past and "it is our strength now."

Nowhere has that been more apparent than in the union's struggles with Caterpillar Inc., Bieber said. "We have not accepted or agreed to a contract with Caterpillar. And I tell you today, we will not give up that struggle until we have negotiated a fair and equitable agreement."

Despite the criticisms of the "pessimists and defeatists" the union has won many victories in the three years since the last convention, Bieber said. He cited wins at Freightliner, Columbia University, Colt Firearms and Mack Trucks as examples of UAW's strength.

But Bieber warned that tough times are ahead. Looking to the 1993 bargaining season he warned the Big Three automakers that the UAW would not tolerate any efforts to pit locals against each other over possible plant closings. "Do not forget that it takes two to make peace, but only one to make war," he said.

In his comments on Perot, Bieber said when workers at a small EDS plant near San Francisco did succeed in bringing in a union, "Perot shut down the operation, packed up, and moved the work to a non-union facility," Bieber said.

Introducing Clinton to the more than 2,000 delegates, Bieber said "On issue after issue Bill Clinton stands with the UAW and the rest of the labor movement."

The Arkansas governor made it clear that if elected, he would push for many of the reforms supported by organized labor. On striker replacedment legislation, Clinton recalled when he marched with striking Caterpillar workers.

Clinton went on to note that America is in the grip of the "longest period of economic stagnation since before World War II." While the Bush administration promised to create 15 million new jobs in four years, they are over 14.5 million short," he said.

Clinton issued a call for investment in America and its people for a change. First, the country needs an affordable health care system, he said. He promised that he would submit a plan within the first 100 days of his administration that would provide care to all Americans and keep costs down. That line drew the longest of the three standing ovations the delegates gave Clinton.

Clinton said he disagreed with those who said the U.S. could survive as a service economy. "That's nuts. We have to make things in America."

Clinton also repeated his support for the North American Free Trade Agreement, but only if it contained effective wage, safety and environmental safeguards.

The delegates re-elected Bieber to his fourth term with 7,647 votes to 408 for Jerry Tucker under the UAW's weighted vote that reflects the number of members represented by each delegate. Secretary-Treasurer Bill Casstevens was also re-elected as were three of the four union vice presidents, Stephen P. Yokich, Ernest Lofton, and Stan Marshall. Carolyn Forrest was elected vice president to replace Odessa Komer, who retired after 18 years in office.

Delegates also overwhelmingly rejected a move to switch from the convention system of electing officers to a national referendum.

The convention also called for a fundamental change in the U.S. trade policies, including efforts to force U.S.-Japan trade toward balance.

Another resolution opposed the North American Free Trade agreement because it fails to "pursue the goal to fairly distribute economic development."

Jim Baker, executive assistant to AFL-CIO President Lane Kirkland, told the convention the future of the country depends on an active labor movement. "Labor must shoulder the burden," Baker said, because America's leaders have failed in their responsibilities. Baker said the recent arrest of Mexican labor leader Agapito Gonzalez shows the bankruptcy of President Bush's proposed U.S.-Mexico free trade agreement. "It is not about jobs. It is not about helping American workers. It is about increasing profits for large corporations," he said.

On urban policy, Baker said it is clear that the unemployment caused by the loss of manufacturing jobs in Los Angeles contributed to the outbreak of violence after the Rodney King jury verdict.

NAACP Executive Director Benjamin Hooks echoed Baker's call on national urban policy, saying "they talk about Hussein and everybody else; we ought to think about Los Angeles as well as Lebanon." Hooks, who is retiring after 15 years as the head of the NAACP was presented with the UAW's Social Justice Award.

Other speakers at the convention included Teruhito Tokumoto, president of the Japanese auto workers union; Rep. Richard Gephardt (D-Mo.) and Dianne Feinstein, Democratic candidate for the U.S. Senate from California.

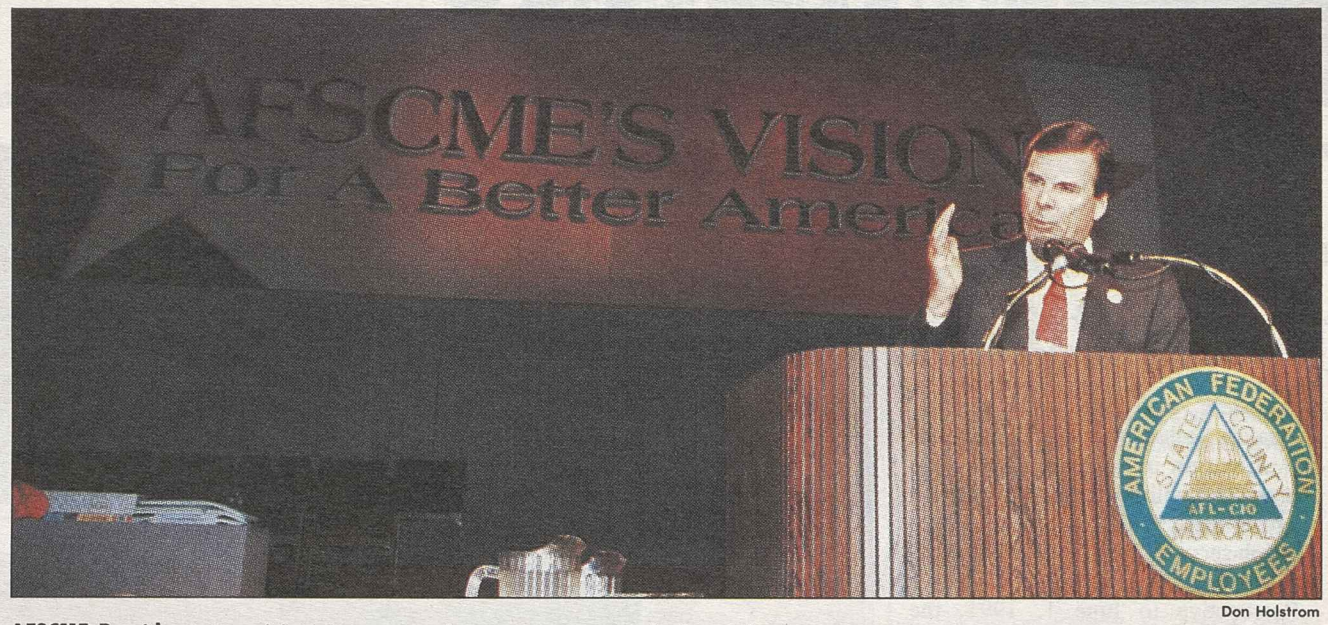
# AFSCME 'vision of better America' greets Clinton

By Sharolyn Rosier
*Las Vegas*

Delegates to AFSCME's 30th convention pledged to spread the union's vision of a better America "where the spirit of public service is valued, an America that is fair to those who care."

The convention also heard from Democratic presidential candidate Gov. Bill Clinton, elected two new vice presidents, and by acclamation returned President Gerald W. McEntee and Secretary-Treasurer William Lucy to office.

"Our vision for a better America is straightforward," McEntee told delegates. "It's an America that puts more value on human gains than capital gains. It's an America that invests in children, protects families and respects their senior citizens.




Don Holstrom

**AFSCME President** Gerald McEntee outlines union's goals for a better America.

State and local governments have lost $300 billion in aid over the last decade, McEntee noted, declaring that the No. 1 goal of AFSCME must be "to end the Reagan-Bush era once and for all."

"It's time to end their open season on labor that stretched from PATCO, to Greyhound, to Eastern and Continental, and to Caterpillar," he said.

McEntee reaffirmed the union's commitment to restoring "a sense of respect for our people," noting that public workers are assuming a share of the burden of state and local budget shortfalls.

The 4,000 delegates greeted Clinton, a dues-paying AFSCME member, with cheers, posters and a sea of red, white and blue balloons. The governor stressed that many of the problems facing the nation resulted from the federal government fulfilling less needs, leaving state and local governments to grapple with the shortfall.

The nation now has more than 9 million persons unemployed, 37 million without health insurance and a public education system that lacks funds, Clinton said, adding that "we must do more."

Elected as new vice presidents were Michael Murphy of Wisconsin, Carolyn Holmes of New Jersey, and Henry Bayer of Illinois. Among the resolutions adopted was a call for action on national health care reform and the need for restrictions on the privatization of public services.

Following one convention session, McEntee led a solidarity march from the convention center to the Frontier Hotel, where AFSCME members rallied with members of the Hotel Employees and Restaurant Employees who have been on strike since last September.

In his report to the convention, AFSCME Secretary-Treasurer William Lucy stressed that union members had a great responsibility in the fight to win "a better life for our members and their families."

"This is capitalism gone crazy," Lucy said, referring to a decade of corporate greed, skyrocketing executive salaries and anti-union campaigns. "This makes AFSCME not just a union but a noble undertaking, a crusade by working people pursuing a vision of democracy and social justice," he stressed.

Other convention speakers included Teamsters President Ron Carey; Lynn Yeakel, Democratic candidate for the U.S. Senate from Pennsylvania; Texas Railroad Commissioner Lena Guerrero; Randall Robinson, executive director of TransAfrica; and Hans Engelbert, general secretary of Public Services International.

# Unions add to pressure for contract

The Pittsburgh Press strikers expanded their corporate campaign to advertisers in the scab-produced newspaper in an effort to bring the dispute to settlement in negotiations moved to Washington under the auspices of the Federal Mediation and Conciliation Service.

About 350 youth carriers and their families rallied in front of a Pittsburgh Toys R Us store to protest ads the company is running in the Allegheny Bulletin, a paper produced by replacement workers at the Press.

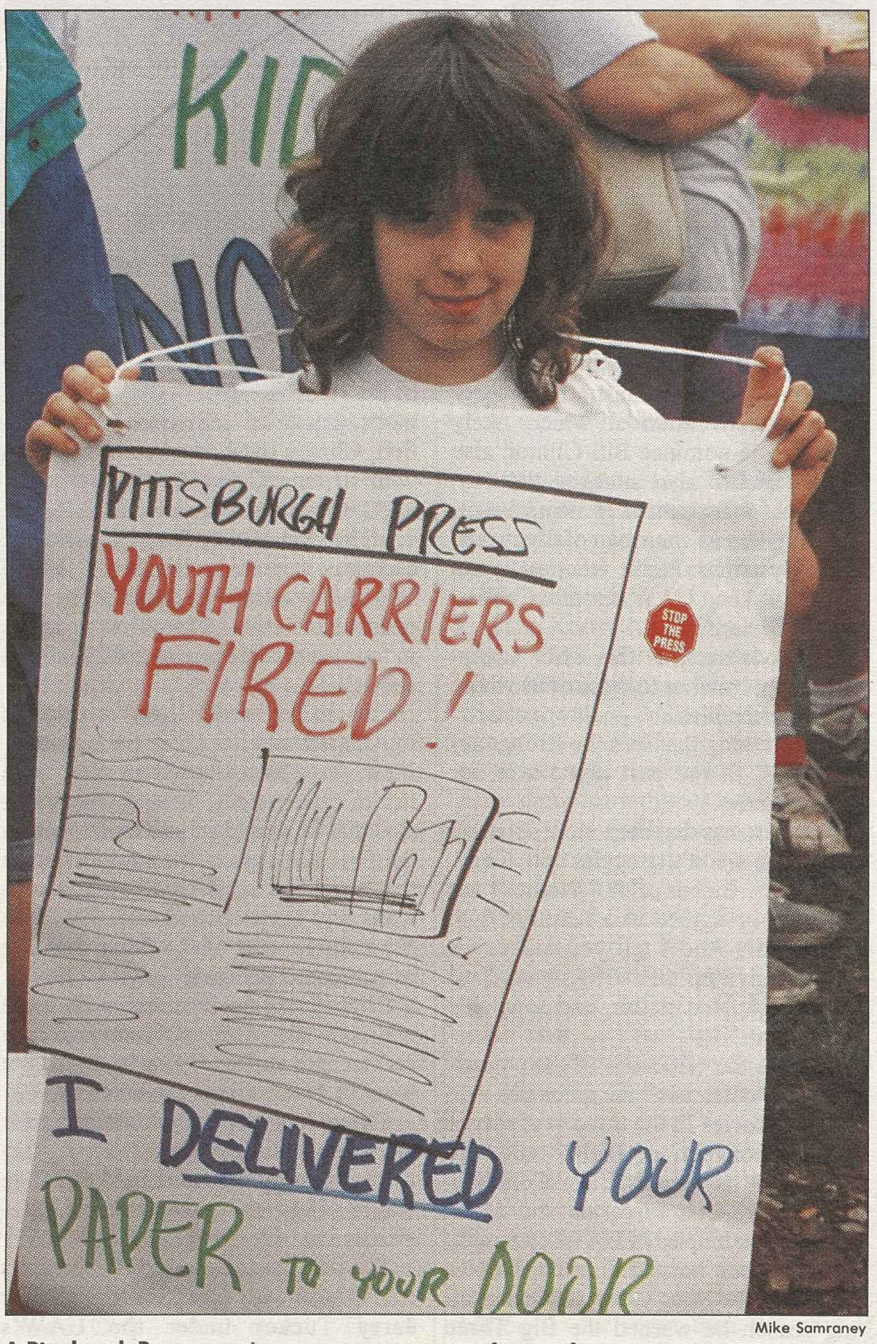
With signs saying "Stop the Press," "Why are you helping them take our jobs?" the protest highlighted the 4,500 youth carriers the company fired when it unilaterally imposed a new circulation system. Some 450 Teamsters drivers also lost their jobs. The rally was organized by the AFL-CIO's youth arm, Frontlash.

The strikers also gained support from local religious leaders who plan a prayer service June 30.

The two sides resumed talks in Washington June 11 with no immediate progress reported, said George Curtin, the AFL-CIO staff member assigned to the Newspaper Unions Unity Council, which works with the 10 unions at the paper.

About 600 members of IBT Local 211 struck May 17 when the Press unilaterally instituted a new delivery system. The 10 locals have been working together under the AFL-CIO Strategic Approaches Committee through months of futile negotiations.

In addition to the Teamsters, the unions involved include printing pressmen, paper handlers and plate makers from the Graphic Communications Union, mailers and printers from the Communications Workers, as well as Service Employees, Electrical Workers, Machinists and Operating Engineers.




Mike Samraney

**A Pittsburgh Press** youth carrier protests in front of a "Toys R Us" store over the company's advertising in a scab-produced newspaper.

# NABET puts merger with CWA to vote

The Broadcast Employees will hold a membership referendum on a proposed merger with the Communications Workers.

NABET's executive council voted unanimously to affiliate the 9,300-member union with CWA.

In a joint statement, the unions declared their goal of improving job security and economic well-being "for the hundreds of thousands of men and women of the communications, graphic arts, media, broadcasting and cable television industries."

NABET President James Nolan said union officers will hold a series of meetings with local union leaders and members to discuss terms of the proposal. A two-thirds membership vote is required for ratification.

The first session, for members at independent television stations, production companies and other non-network jobs, will be held in conjunction with NABET's regional advisory board meeting at the George Meany Center for Labor Studies. Meetings with network NABET members will be held over the next few months in Washington, New York, Chicago, San Francisco and Los Angeles.

Nolan said the unions were "excited about combining our experiences and strength to develop new strategies for organizing workers and dealing with the multinationals that now dominate the broadcast and communications fields."

If approved, the merger is expected to be completed by January 1994, with NABET becoming the broadcast sector of CWA. The former Typographical Union is also a sector of CWA following a Jan. 1, 1987, merger.

# ILGWU fashions agenda on work, family issues

By Colleen M. O'Neill
*Miami Beach, Fla.*

Expanding the convention theme of "Unite and Fight," President Jay Mazur told Ladies' Garment Workers delegates that the union must respect its traditions while continuing a forward-looking posture and "organize, organize, organize."

"We have demonstrated our staying power over the years because this union represents an ideal that cannot be crushed — and our members know it," Mazur told the nearly 1,000 delegates.

"They know it in their hearts and in their heads, and it is the source of their unity and fighting spirit that makes us still such a mighty force even though we are fewer in numbers.

"Above all, we must understand that. We must understand the source of our strength and how to use it to our greatest advantage."

Mazur noted that ILGWU long has been in the forefront of social issues like pensions and health plans for its members. The delegates approved resolutions to:

- Increase weekly strike benefits to $75 from $60.
- Pressure South Africa to end all vestiges of apartheid and form a non-racial unified democracy.
- Provide continued support for Histadrut, along with the emerging democracies of Central and Eastern European democracies.
- Establish a system to provide for national health care immediately.
- Urge passage of family and medical leave legislation, along with banking reform, Social Security and peace dividend measures.

In floor discussion of a resolution on reproductive choice, delegates expressed their opinions in several different languages before adopting a resolution calling for keeping "all options safe and legal" and leaving those options to the individual woman to decide.

Delegates, guests and officers took time out of the deliberations for a 45-minute bus ride to AT&T offices in downtown Miami to rally with union members who stand to lose their jobs when the company replaces live operators with robots. As Mazur and several others noted, 200 CWA workers had joined the ILGWU picket line last year in Racine, Wis., against Rainfair, Inc. Other South Florida trade unionists also joined the demonstration.

Farm Workers President Cesar Chavez spoke to the convention earlier in the day and showed a new video on the struggles in California. A convention resolution honored Chavez, who told them "Grapes are sneaky — they sneak up on you in restaurants and at banquets — but get rid of them and protest loudly."

Delegates presented the first David Dubinsky Lifetime Achievement Award to Mary Gale for her 75 years of dedication to the ILGWU. Other convention honors included the Silver Needle Awards, given to seven other retirees in honor of their dedication and service to their union and communities, and awards to 35 rank-and-file leaders of union campaigns.

Speakers to this 41st convention were greeted with the thunderous sound of ILGWU's traditional "banging blocks" that every delegate has. The blocks received a heavy workout when Rep. John Lewis (D-Ga.) and Sen. Edward M. Kennedy (D-Mass.) addressed the gathering.

"I will not forget my friends," Lewis said, "I will speak up in committee and on the floor for the rights of the hard-working people of organized labor.

"If the president says 'no' to our agenda — we must say 'no' to George Bush. If he says 'no' to family and medical leave — we must say 'no' to him."

Kennedys, as Mazur noted, are not strangers in the ILGWU house. Sen. John F. Kennedy spoke up to the 1959 convention and Sen. Robert F. Kennedy addressed the 1965 gathering.

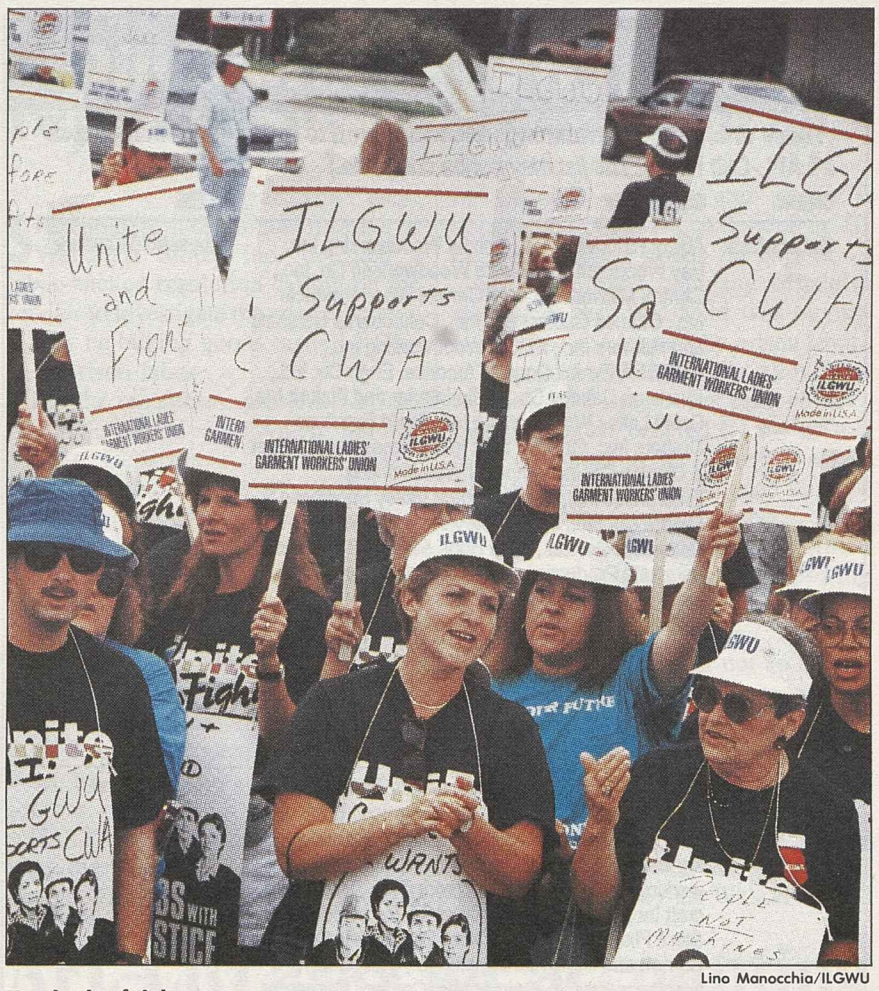
In relating the story of his son, Teddy, who lost a leg to bone cancer as a teenager, Kennedy pointed out that he received his full Senate pay during the "three days of every week for three weeks that I was in a Boston hospital by his side." So, if family and medical leave is "good enough for a U.S. senator, it's good enough for a garment worker — and all workers."

AFL-CIO Secretary-Treasurer Thomas R. Donahue outlined a triumvirate of pride, voting and organizing.

Detailing the myriad failures of the Reagan/Bush years, Donahue said "We need to say Basta! Enough! It's time we said we want a president like Bill Clinton. I believe he's the best spokesman for the Democratic values you, he and I share."

A sobering address was given by Connie September of the South African Clothing and Textile Workers Union, who asked for support "so we have that day of liberation in South Africa." She said South Africans were serious when they said 1992 would be "absolutely the last year that 5,000 people will rule over 53 million."

Delegates re-elected Mazur, General Secretary-Treasurer Irwin Solomon, Executive Vice President Edgar Romney, 18 incumbent vice presidents and one new vice president, Emanuel Leventhal.




Lino Manocchia/ILGWU

**Hundreds of delegates** to the Ladies' Garment Workers convention rally support for AT&T workers in Miami to protest a company scheme to replace 6,000 telephone operators with voice robots.

## Distillery Workers delegates endorse Clinton nomination

**Toronto**

Delegates to the Distillery Workers convention unanimously endorsed Gov. Bill Clinton for the Democratic nomination for president.

The convention re-elected President George J. Orlando and Secretary-Treasurer Elvira L. Catalli to their second full four-year terms. The 114 delegates re-elected nine vice presidents and three international auditors.

Putting a priority on efforts to sustain organizing campaigns, the convention voted an increase of 20 cents in monthly per capita payments to bolster the union's general fund and organizing activities.

Delegates also approved changes in the strike fund financing to increase benefits by 50 percent.

AFL-CIO Secretary-Treasurer Thomas R. Donahue commended delegates for their endorsement of Clinton and declared that "President Bush has not departed from the anti-worker agenda of his predecessor."

Looking to the election of Clinton, Donahue said, "we will have someone in the White House with vision and sensitivity to follow through" on issues of concern to working Americans and their families.

## Inbrief

### New Jersey State AFL-CIO re-elects Marciante, Pulver

**Atlantic City, N.J.**

Delegates to the New Jersey AFL-CIO convention re-elected Charles Marciante and Edward Pulver as president and secretary-treasurer, respectively.

The 900 delegates to the convention passed resolutions on health care, workplace fairness and safety and health.

Speakers at the convention included: Reps. Donald M. Payne (D) and Robert A. Roe (D), AFL-CIO Legislative Director Robert M. McGlotten, and Vincent O'Brien, assistant director of the federation's organization and field services department.

### Dorgan, Heigaard endorsed by North Dakota AFL-CIO

**Grand Forks, N.D.**

The North Dakota AFL-CIO focused on political action at its 35th annual convention — listening to campaign presentations and endorsing candidates.

Candidates from both political parties addressed the 130 attendees. Top endorsements went to Democratic gubernatorial candidate Bill Heigaard and to Rep. Byron Dorgan (D), a current member of the U.S. House who was endorsed in his race for the Senate seat vacated by Kent Conrad (D).

In other business, Rick Pfenning member of IBEW Local 1593, was elected 7th district vice president. The federation also passed numerous resolutions on public employee issues, health care and various issues on the state ballot.

### Arizona AFL-CIO continues to push for King holiday

James Whitten was re-elected president and Charles Huggins as secretary-treasurer by delegates to the Arizona AFL-CIO convention.

The delegates also passed resolutions on workplace fairness, the Martin L. King holiday and health care, and held workshops on workers' compensation, communications, political education and the Fair Labor Standards Act.

Speakers included: Art Hamilton, minority leader of the Arizona House and a member of Electrical Workers Local 266; Clyde Bowden, chairman of the IBEW executive council; and C. Diane Bishop, state superintendent of public instruction.

## Unions continue talks with AT&T on tough issues

The Electrical Workers and Communications Workers report "some progress" in continuing negotiations with American Telephone and Telegraph Co. for 127,000 workers.

National talks had nearly broken off earlier this month — and local negotiators were sent home — but both sides are contining to meet. Union members are working under terms of the agreement that expired May 30.

While the number of outstanding issues has been narrowed, CWA said, many tough issues remain. A key concern of both unions is job security, as AT&T has been shifting manufacturing operations offshore and expanding its use of robotic technology.

CWA represents about 100,000 AT&T workers and IBEW about 27,000.

Bernard E. DeLury, executive director of the Federal Mediation and Conciliation Service, said federal mediators were prepared to join the talks, and expressed concern that the situation could worsen.

IBEW and CWA are gaining solidarity and support among other AFL-CIO unions, both in the United States and among their counterpart unions in Europe.

## UNION YES Furnishings

**(These union-made furnishings are in addition to those listed in the April 27 AFL-CIO News.** *The list may not be complete.*)

| UNION | COMPANY | ITEM |
|---|---|---|
| Carpenters | Ability Woodwork Co., Artistry Woodworking Inc., Bay Woodcraft Inc., Blair's Woodworking Co. Inc., Central Millwork Co. Inc., Cerami Wood Products Inc., Charles Cabinet Co. Inc., Columbaras Caninets and Millwork Inc., EMCO Woodworking Inc., EOCOFA/Exhibit Corp. of America, Engo Co. Inc., Evanston Cabinet Co., Giffin Interior and Fixture Inc., Great Lakes Woodworking Inc., Guild Furniture Crafters Inc., Gunther Mills Inc., Homestead Cabinet & Display Co. Inc., Imperial Woodworking Enterprises Inc., Inland-Central Valley Showcase & Fixture Co. Inc., Interior Services Inc., Jas F. Gillanders Co. Ltd., John Boos & Co., KS Mfg. Co., Laminate Productions Inc., Lundia (Div. of MII Inc.), Master Woodcraft Corp., Mead & Josipovich Inc., Millbrook Millwork Inc., NOR-CAL Millwork Inc., National Casework & Design, National Woodworking Co. Inc., Quality Cabinets Inc., Queen Fixture Co. Inc., Sandell Cabinets Inc., Suffolk Cabinet of Commack Inc., Town Woodworkers Ltd., World of Wood (A) | Household furniture |
| | Ability Woodwork Co., Alexander Woodwork Co., Alpine Store Equipment Corp., American Woodwork Inc., Architectural Woodwork Corp., Art Woodworking and Mfg. Co., Artek Vancouver, Artistry Woodworking Inc., Barsanti Woodwork Corp., Bay Woodcraft Inc., Blair's Woodworking Co. Inc., Boden Store Fixtures Inc., Boyertown Planing Mill Co., Burnett and Sons Planing Mill Co., California Woodworking Co., Calmar Mfg. Co. Inc., Carpenter Connection Inc., Central Millwork Co. Inc., Cerami Wood Products Inc., Charles Cabinet Co. Inc., Colonial Woodworking Inc., Columbaras Cabinets and Millwork Inc., Commercial Wood Products Inc., Construction Specialists Inc., Crudo Mfg. Industries Inc., Dayton Showcase Co., Dettmers Co., DiGiacomo Cabinet Co. Inc., EMCO Woodworking Inc., EOCOFA/Exhibit Corp. of America, Engo Co. Inc., Evanston Cabinet Co., Excel Mfg. of South Jersey Inc., Fairfield Cabinet Co. Inc., Frederic Schill and Co. of W.Va., GER Ind. Inc., General Exhibits and Displays Inc., Giffin Interior and Fixture Inc., Goodrich Displays Inc., Great Lakes Woodworking Inc., Grommes Millwork Inc., Guild Furniture Crafters Inc., Gunther Mills Inc., HNB Mfg Inc., Hacker & Co. (E.R.), Hadley Exhibits Inc., Hartford Builders Finish Co. Inc., Homestead Cabinet & Display Co. Inc., Imperial Woodworking Enterprises Inc., Inland-Central Valley Showcase & Fixture Co. Inc., Interior Craft Inc., Interior Services Inc., Jas. F. Gillanders Co. Ltd., KS Mfg. Co., Ken-Ed Cabinet Co. Inc., Krefab Corp., LSI Corp. of America, Lake Worth Millwork Inc., Laminate Productions Inc., Lange Bros. Woodwork, Lundia (Div. of MII Inc.), Maclean Co. (J.S.), Mark Hunstein Inc., Master Woodcraft Corp., Mayta & Jensen Inc., McCormac Woodworking Inc., Mead & Josipovich Inc., Midwest Millwork Co., Millbrook Millwork Inc., NOR-CAL Millwork Inc., National Casework & Design, National Folding Wall Corp., National Woodworking Co. Inc., Nelson-Mill Co., Parisi Inc., Pepper Millwork & Interiors, Petersen/Geller Inc., Pietsch Co. (A.J.), Quality Cabinets Inc., Queen Fixtures Co. Inc., R & E Co. Inc., SAFCA Displays & Exhibits Inc., Sandell Cabinets Inc., Schmeling & Sons (E.W.), Schroeder Bros. Co., Sieberer Woodwork Inc. (T.), Southeastern Supply Co. Inc., Spencer & Reynolds Inc., Steiger Bros. Cabinets Inc., Suffolk Cabinets of Commack Inc., Svalgard Inc. (Theodore J.), Systems UnLtd., Tabor Acoustical Inc., Torgersen Bros. Inc., Tow Woodworkers Ltd., Traditional Woodworks Inc., Valley Planing Mill of Van Nuys Inc., Vaughn Co. (L), Wavell-Huber Wood Products Inc., William Somerville Inc., World of Wood (A), Yonkers Plywood Mfg. Corp. | Office furniture |

# After 9 long years, UAW wins new contract with Ohio firm

**Detroit**

The UAW's longest strike ended with an agreement between UAW Local 91 and the Ohio crankshaft division of Park-Ohio Industries that gives strikers the right to return to work with full seniority and provides more than $8.5 million in retiree benefits.

UAW President Owen Bieber and Region 2 Director Warren Davis saluted the Local 91 members "who had the faith, the determination and the courage to fight for nine long years for the contract they so justly deserved and have now achieved."

Davis, who along with other picketers was arrested and jailed during the strike, and Bieber said the unnecessary suffering of Local 91 members would have been avoided by congressional passage of the Workplace Fairness Bill.

Under the three-year contract, which took effect June 1, all active workers will receive nine years of pension credits and fully paid health insurance, a supplemental unemployment benefits plan (SUB) and 30-cent wage increases in the second and third years.

The $8.5 million will be applied to retiree health care and pension improvements. About $100,000 will be paid for retiree out-of-pocket expenses, and $100,000 will be for back-pay to settle unfair labor practice charges.

The strike began on July 11, 1983, and the local maintained a picket line at the Cuyahoga Heights, Ohio, facility for nine years.

# Cooperative successes typified at Ohio plant

**By Candice Johnson**

Faced with shutdowns and the loss of more than 300 jobs, workers and managers at Akzo Salt Co. plants in Manistee, Mich., and Akron, Ohio, set aside their differences and forged a new partnership that saved their jobs and re-energized the company.

Employee involvement programs, based on partnership and trust, are credited with improving safety conditions, production and profits, turning around in four years a company that seemed headed for oblivion.

The Akzo partnership was one of dozens of cases profiled during the Federal Mediation and Conciliation Service's national labor-management conference in Washington. Some 1,600 participants from unions, companies, city and state organizations, employer associations, government agencies and universities discussed and debated collective bargaining and labor relations.

FMCS director Bernard E. DeLury, in welcoming conference participants, outlined the agency's efforts to help other countries interested in developing democratic forms of government — and a working system of labor relations.

A delegation from El Salvador attended the conference, along with representatives of the AFL-CIO's American Institute for Free Labor Development, to learn more about establishing a mediation process in that country.

In a call for a return to good labor-management relations, DeLury said the conference was "clear evidence that American labor and management representatives are continuing to work together effectively to deal with areas of common concern." He pledged to continue the sessions as a forum for updating parties on advances being made in labor relations.

Machinists President George Kourpias echoed that sentiment, calling for "serious and legitimate cooperation" between labor and management. He cautioned, however, that cooperation "means working with the well-tested framework of collective bargaining to carefully construct programs that do not undermine unions or force them to compromise their legal duties."

In the campaign for true economic recovery, the nation should turn to a renewal of industrial policy, Kourpias said. Such a policy, developed and advanced by labor, management and government, could be a key "weapon in the competitiveness battle," he said.

The nation will not be served by deregulated business and over-regulated unions, he said, adding "meetings like this are essential if we are to create solutions for our cities, our youth and our work force."

Other speakers included AFL-CIO Public Employee Department President Al Bilik, Social Security Commissioner Gwendolyn King and Labor Secretary Lynn Martin.

The conference spotlighted the benefits of cooperative efforts — in the construction industry, on health care cost containment strategies, for public sector workers and employers and through employee ownership.

The Akzo success story was outlined by a panel of union and management representatives, who described the development of cooperative teams at the two plants, both more than 100 years old and scheduled for shutdown by the Dutch parent company.

In Manistee, where the employee involvement effort was first started, the low-point came during 1988 contract negotiations. The workers, members of Steelworkers Local 13661, were forced to accept concessions or see the plant close.

> *Cooperation "means working with the well-tested framework of collective bargaining to carefully construct programs that do not undermine unions or force them to compromise their legal duties."*
>
> **— George Kourpias**
> ***IAM President***

Relief supervisor Rick Willoughby outlined the plant's many problems:

"We were making a low-quality product. Our product mix was wrong, safety performance was unacceptable and the atmosphere between labor and management was negative. Little wonder the plant was slated for closure."

Willoughy and USWA local president Carl Rutske said it was then that both sides "decided we had to work together." They noted that the commitment to change began with the top union and company leadership.

Between 1987 and 1990, the Manistee plant improved employee safety by 45 percent, measured by a drop in the Occupational Safety and Health Administration incident rate. Quality performance improved 87 percent, based on customer complaints. And productivity improved 27 percent, with a 500 percent gross profit improvement.

At the Akron plant, where workers are members of Chemical Workers Local 207, trust between the union and company was built with an open-book policy. The union has full access to company financial and production information, and is involved in the interview and hiring process.

Akzo workers are considered a full part of the decision-making process, said Pete DeJacimo, president of the ICWU local.

DeJacimo and plant manager Wayne A. Brown noted that "top-down" participation is key to the cooperative effort's success. The safety team and plant steering team meet twice monthly, while a process and quality team reviews ways to reduce customer complaints.

The Akron success story includes an 80 percent improvement in worker safety from 1988, with a corresponding drop in workers' compensation premiums that will save the plant about $500,000 this year, Brown said.

Other improvements include a 40 percent drop in customer complaints, nearly double the gross profit of 1987, and a drop-off in grievances from 33 in 1988 to 13 last year, and just one so far this year.

Both sides have agreed that they want to keep this "common sense approach to employee involvement" working. "It's good to sit down, to talk about a solution to a problem and not fight about it," Brown said, adding "we expect to continue as we are."

The FMCS conference is held in cooperation with several other labor-management committees.

Jocelyn Sherman/UFW

## *March for justice*

Hundreds of grape and citrus workers have been walking off their jobs at farms across Coachella Valley in rotating daily demonstrations to protest low pay and poor working conditions. Growers have refused to raise wages for the last six to 10 years, Farm Workers President Cesar Chavez said in leading a march along Highway 111. Most workers are paid only $5.70 an hour.

# Forced-labor probe proposal rejected by Wal-Mart brass

**Fayetteville, Ark.**

Shareholders at the annual meeting of Wal-Mart Stores Inc. defeated a labor-backed resolution calling on the retailer to investigate the possibility that it may be buying goods made by Chinese prison labor.

But the resolution, presented by the AFL-CIO Food and Allied Service Trades Department, alerted shareholders to the fact that Wal-Mart is a major buyer of Chinese-made products, importing more than 50 million pounds of goods over the past two years, in at least 314 product lines.

China's extensive use of forced and prison labor has been documented by Asia Watch, an independent human rights organization; reports from the U.S. State Department; and investigations by news operations and other sources.

FAST President Robert Harbrant read the resolution, then introduced Hongda Harry Wu, who spent 19 years in Chinese prisons and recently documented Chinese prisoners in 20 facilities making goods for export.

Wu questioned company officials' statements that Wal-Mart was buying no Chinese goods made by prison labor.

"Do your policies really allow you to know if ex-prisoners are, in fact, forced laborers ordered by the prison system to work in the factory?" asked Wu, who urged the company to take responsibility for its products.

"Companies like Wal-Mart, which do a significant amount of importing from China, have a special responsibility to investigate themselves," Wu said. Such an investigation is not an admission of wrongdoing, "but recognition of the pervasiveness of the gulag."

When the votes were counted, FAST had proxies for more than 26 million shares. But the resolution was defeated, with 94 percent of votes cast against FAST, including the 38 percent of shares controlled by the Walton family.

# Black Trade Unionists draft agenda for action to unify ailing communities

**Los Angeles**

Some 1,500 delegates to the Coalition of Black Trade Unionists convention decried racism, political posturing, economic scapegoating and working people getting the short end of the stick.

"This year's convention is timely because we come from communities with many of the same problems and tensions that finally erupted in Los Angeles," following the acquittal of police officers in the Rodney King case, said AFSCME Secretary-Treasurer William Lucy.

"We understand the rage of dispossessed people — human beings pushed to the margins of society by those who enjoy the privileges of wealth and power. We know that L.A. is 'Hometown, USA,' and the bill has come due for neglecting America's troubled cities," he said.

Lucy was unanimously re-elected as CBTU president — a position he has held since CBTU's inception in 1972.

Electoral politics and domestic issues framed the program of the convention, whose theme was "Where We Go From Here: Bringing Our Community Together."

CBTU endorsed Gov. Bill Clinton, the likely Democratic presidential nominee. Lucy, who is a member of the Democratic National Committee, said Clinton is "the only presidential candidate with the vision, experience and heart to lift America, especially our urban cities, from the wreckage of the Reagan-Bush era — a Republican presidency that has rewarded greed, looted the federal treasury, and exploited racial bigotry."

He said the likelihood of a three-person presidential race would increase the importance of black voter turnout. "CBTU will be conducting voter education programs to ensure maximum voter turnout," Lucy said.

Speakers included Presidents George Kourpias of the Machinists and Owen Bieber of the UAW, and AFL-CIO Civil Rights Director Richard Womack.

# AFL-CIO asks for accounting of executive compensation

With compensation for corporate executives soaring, the AFL-CIO has requested a change in accounting standards to reflect the financial promises made to top officers.

In a letter to the chairman of the Financial Accounting Standards Board, AFL-CIO Director of Employee Benefits Karen Ignagni said that unions, as shareholders of corporations through their pension funds, need more information about executive compensation packages to obtain an adequate financial picture of corporations.

"It is critical that investors be able to accurately gauge the present value of executive compensation packages as well as future promises to senior officers in a firm," Ignagni said.

The board is a private, SEC-regulated group whose financial rules for companies carry the weight of law.

Recently released data show that executive pay reached new highs in 1991, despite the Bush recession. Heading the list was Anthony J.F. O'Reilly of H.J. Heinz Co., who pulled in $75 million. His average weekly income of $1,442,307.69 was 4,000 times more than the pay of the average U.S. worker, who earned $354.66 a week before taxes.

According to Business Week magazine, the CEOs of blue-chip companies pocketed an average of $2.5 million each with their salaries, bonuses and stock awards — an increase of 26 percent over their 1990 compensation level. Forbes magazine pegged compensation for 800 CEOs at $1 million for the year.

In her letter, Ignagni referred to the FASB accounting change, which takes effect late this year, requiring companies to carry on their books a portion of the value of health benefits provided to current retirees and those promised to future retirees. This pre-funding notion is similar to the way pension funds are handled.

"It is our belief that the same rationale should be applied to the disclosure of information about executive compensation," she told FASB.

Ignagni also noted the impact of such inflated compensation packages. "In justifying high levels of compensation, some CEOs recently have asserted that such levels of pay are necessary, because they determine the compensation of subsequent levels of corporate managers.

"If this philosophy of executive pay is prevalent throughout corporate America, it would appear that an increase in CEO compensation would have a significant 'ripple' effect for the corporation as a whole," she said.

# UFCW negotiations resume with strike-pinched Kroger

**By Muriel H. Cooper**

Food and Commercial Workers Locals 539 and 876 have resumed negotiations with Kroger Co. in an effort to resolve a nine-week strike by 7,800 workers in the Detroit area.

The UFCW and Kroger have agreed to a news blackout and will meet at an undisclosed location until a settlement is reached or the talks break off, union officials said.

Negotiations have made little headway since April, when the union struck over management demands for concessions on job security and health care benefits.

Kroger, feeling the ill-effects of the strike, expects "substantially" lower second-quarter earnings, according to newspaper reports. The company expects earnings to sag into the third quarter, even if the strike is settled soon.

The strike has caused many of the stores to operate at half capacity and to run bargain-basement prices on such staples as milk and bread. Unionists reported seeing Kroger clerks throwing out hundreds of dollars worth of rotted meat.

Supporters of the striking grocery workers have established a Kroger Strike Fund that has helped union members pay their mortgages, rents, car payments and to meet other priority bills.

Union solidarity has meant a variety of other assistance, said Jill Christoff of Local 876.

"Each day we are getting increased support from labor, individuals and the community," she said. "We are expecting five tons of food to arrive from the UFCW in Milton, Pa. A couple of weeks ago we had a three truck food caravan bring us refrigerated trucks with meats, breads and a variety of foods from the same area."

The Labor/Community Coalition in Support of the Kroger Strikers approved a declaration to "actively oppose all attempts to drive Kroger workers out of their homes because they cannot meet rent or mortgage payments as a result of their being on strike."

"We will resort to mass demonstrations, direct action and other appropriate forms of resistance to bar the dispossession of strikers under such circumstances," the coalition declared, criticizing Kroger for refusing to bargain in good faith.

The coalition is seeking support for the strikers from a broad spectrum of the community, including religious leaders, women's organizations, retirees, civil rights groups, students and homeless advocates.

About 100 striker/shareholders spoke May 21 at Kroger's shareholder's meeting in Cincinnati, where Kroger CEO Joseph Pichler indicated that the company is willing to return to the bargaining table. The strikers also leafletted outside the meeting. They also plan to leaflet outside Tiger Stadium during the baseball games.

The union has filed unfair labor practice charges against Kroger with the National Labor Relations Board.

# ECONOMY

## House votes jobless aid as rate escalates to 7.5%

By John R. Oravec

While the unemployment rate jumped in May to the highest level in eight years, the Bush administration continued its veto threat against House-passed legislation to extend benefits for the long-term jobless and to upgrade the unemployment insurance system.

Two working days after the Labor Department reported a surge in the jobless rate from 7.2 to 7.5 percent, Democrats pushed through the new UI bill on a 261-150 vote.

Voting closely along party lines, 235 Democrats, one independent and 25 Republicans backed the measure. Nineteen Democrats and 131 Republicans opposed it. The legislation would extend benefit up to an extra 26 weeks, as well as provide permanent UI improvements. A similar bill is now before the Senate Finance Committee.

President Bush had trashed two earlier measures to extend benefits for the long-term jobless before agreeing to temporary extensions for the unemployed who had exhausted their regular 26 weeks of benefits. That coverage began to phase out June 12 and will fully expire July 4.

In a response to statements against the bill by Secretary of Labor Lynn Martin, AFL-CIO President Lane Kirkland noted that "this administration waited until the recession was 18-months old before lifting its opposition to the initial extension of unemployment benefits, because it didn't want to admit that a recession was underway."

Kirkland urged the Senate to complete action on the bill, calling it "a reasonable effort to reform the process of extending unemployment compensation in times of economic distress. It would make the system work better for the people it is intended to help."

The Bureau of Labor Statistics reported that 9.5 million workers were unemployed in May, an increase of 350,000 from April. The average duration of unemployment rose to 18.3 weeks last month, while the number of workers jobless 27 weeks or longer grew by 234,000 over the month to nearly 2 million.

AFL-CIO chief economist Rudy Oswald noted that in addition to the 9.5 million officially unemployed, 6.5 million workers were in part-time jobs because of slack work or other economic conditions. And along with 1.1 million discouraged workers and an 800,000 shortfall in labor force participation, the number of workers affected by the Bush recession amounts to 17.9 million.

Based on those numbers, Oswald said, the real unemployment rate would be 11.4 percent.

Only 4.9 million unemployed workers were collecting UI benefits last month. That left more than 4 million jobless locked out of the system, a long-festering problem that labor-backed legislation would address.

Jobless rates rose in varying degrees over the month in key industrial sectors, climbing to 7.7 percent in manufacturing; 16.9 percent in construction; 7 percent in services; and 8.5 percent in mining.

Manufacturing employment fell by 10,000 in May and was nearly 200,000 below the levels of a year ago, which were already depressed. Another 45,000 jobs were lost in retail trade, with payrolls off by 150,00 over the last 12 months, the bureau said.

Overall, the BLS establishment survey showed non-farm payrolls increased by 68,000 in May, but not nearly enough to absorb the influx of job-seekers — spurred by overly optimistic reports of economic recovery — as the labor force grew by 330,000.

Jobless rates exceeded the national average in eight major states: California, 8.7 percent; Illinois, 8 percent; Massachusetts, 8.3 percent; Michigan, 8.6 percent; New Jersey, 9 percent; New York, 7.9 percent; and Pennsylvania, 7.8 percent. Texas had a rate of 7.5 percent; Ohio, 7.3 percent; and North Carolina, 5.7 percent.

The House-passed legislation, co-sponsored by House Ways and Means Chairman Dan Rostenkowski (D-Ill.) and Rep. Thomas Downey (D-N.Y.), would benefit more than 1.5 million workers who would lose coverage with the phase-out the current extension. It would provide about $5.8 billion in jobless benefits over six years, extending coverage an additional 20 or 26 weeks.

As under the current program, the longer coverage applies to states with insured unemployment rates (IUR) of at least 5 percent when adjusted for exhaustees, or total unemployment rates (TUR) of at least 9 percent.

Permanent revisions in the UI system, effective Oct. 1, 1993, would trigger a 13-week extension of benefits after the initial 26-week compensation is exhausted in a state with the TUR at least 6 percent. It would replace the current IUR trigger of 5 percent.

The variations in the two triggers are stunning, Oswald pointed out. Although the nation's total unemployment rate is now 7.5 percent, the current insured rate is just 2.6 percent as only 35 percent of the unemployed receive regular state UI benefits. But because of the current benefit extensions, 53 percent of the unemployed workers were drawing UI compensation, he said.

The AFL-CIO has repeatedly cited the continuing problem with the IUR trigger in noting that although millions of workers had exhausted benefits during the Bush recession, just a few states qualified for extended benefits before the emergency measures were enacted.

Under the permanent revisions in the House bill, a total of 20 weeks of extended benefits would be provided to the long-term jobless in states with a TUR of at least 8 percent.

The legislation also extends jobless benefits for railroad workers who are covered by a separate UI program. In addition, it amends the extended benefits program to use state laws to determine eligibility for coverage rather than federal rules.

The new UI program would be financed by extending the current phase-out of personal exemptions in the high-income tax brackets. Beginning next Jan. 1, it would disallow corporate deductions for executive pay above $1 million a year.

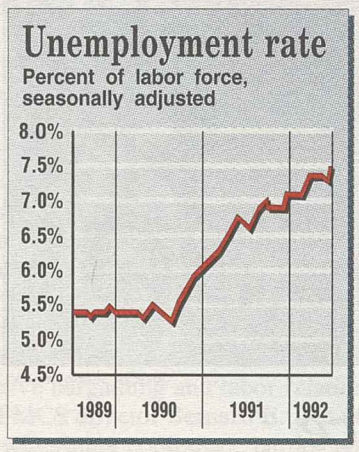
The federal unemployment payroll tax would also be raised in 1995 to a wage rate of $28,200 a year.

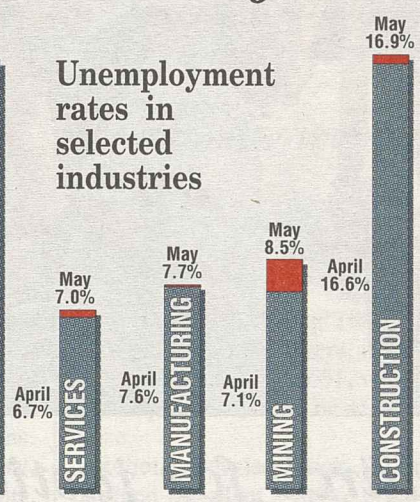
Senate legislation proposed by Finance Committee Chairman Lloyd Bentsen would provide an emergency extension of benefits of 26 to 33 weeks until the national jobless rate falls below 7 percent for two consecutive months. Then the benefits would be reduced to seven or 13 weeks.

Bentsen's $5.4 billion proposal would allow states to choose between alternative triggering formulas — a total rate of 6.5 percent or an insured rate of 5 percent.

## Significant statistics

### No 'recovery' without jobs




With another surge in unemployment, U.S. workers were still waiting for the "economic recovery" that business journals have been crowing about. The nation's jobless rate soared to 7.5 percent in May, a high mark of the Bush recession and the worst level since August 1984. Unemployment rose over the month in all key industries — manufacturing, construction, services and mining.

**Consumer Price Index**
May +0.1 percent

**Producer Price Index**
May +0.4 percent

**Real Weekly Earnings**
May +0.4 percent
From May 1979 -12.1 percent

**Housing Starts**
May +11 percent
Units — annual rate 1.2 million
Building permits -0.7 percent

**Industrial Production**
May +0.6% percent

**Capacity Utilization**
May 79 percent

AFL-CIO NEWSGRAFIC

## Consumer price index slows despite 1.3 percent hike at gas pumps

Workers were treated to the lowest rise in the cost of living in four months as the consumer price index for urban wage earners (CPI-W) edged up 0.1 percent in May.

Although the overall index barely moved, the energy component climbed 0.7 percent from April, including a surge in gasoline prices of 1.3 percent, the Bureau of Labor Statistics reported. Heating oil prices rose 0.8 percent, while gas and electric utility rates were up only 0.1 percent.

The sharp rise in the energy prices was offset by a decline of 0.4 percent in price of food and beverages, while apparel and upkeep costs edged up 0.1 percent.

But the costs of miscellaneous goods and services jumped 1 percent, largely from a 2.7 percent increase in tobacco prices. Over the year, costs of special goods and services rose 7.2 percent.

The rise in medical care costs eased to 0.4 percent, although the health care costs have increased 7.8 percent in the last 12 months.

The slow rise in prices helped boost real weekly earnings 0.4 percent. BLS said that both average weekly hours and average hourly earnings advanced 0.3 percent last month.

Real weekly wages in May were 0.6 percent above a year earlier. But workers were far behind the pace of inflation over the long term with real weekly pay 12.1 percent below the level of May 1979, AFL-CIO economist Anne Draper noted.

In other economic reports, the Commerce Department said housing starts jumped 11 percent in May, partially recovering from a plunge of 17.3 percent in April. Construction of single-family units and apartments totaled 1.23 million at a seasonally adjusted annual rate.

Even with the pickup, home construction is running well below the pace of past years. Applications for building permits — an indicator of future building activity — slipped 0.7 percent in May to an annual rate of 1.05 million.

With the economy continuing to muddle along, retail sales in May advanced just 0.2 percent, far below the upturn economists had been expecting after opinion surveys reflected a rise in consumer confidence.

# Free trade unionists remain under siege around globe

By James B. Parks

Free trade union leaders continued to be harassed around the world as governments sought to silence their most effective critics.

In China, authorities again detained Han Dongfang and refused to allow him to leave the country. Han, co-founder of the Beijing Autonomous Workers Federation, was arrested June 3, three years to the day after the government's crackdown on the pro-democracy movement in Tiananmen Square.

Malawi trade union leader Chakufwi Chihana, meanwhile, continued to be jailed without charge, and Mexican union leader Agapito Gonzalez Cavasos remained under house arrest.

Han, arrested along with several other democracy advocates, was released after being held overnight. In a letter to the Beijing Public Security Bureau, Han denounced the detentions as "clearly unlawful. . .The Chinese legal code is a face-losing document just hung up for people to look at. It is full of holes and doesn't mean a thing."

AFL-CIO President Lane Kirkland has invited Han, 28, to seek refuge in the United States. Han, who contracted tuberculosis while serving a two-year sentence in Chinese prisons, was beaten and kicked by police May 14 in a courtroom when he protested an effort to evict him from his home.

Despite assurances from the Chinese government that Han could leave the country, he apparently has not yet received all the documents necessary for him to obtain a passport.

Malawian prosecutors delayed until June 19 the trial of Chihana, who has been held without charges since his arrest April 6 as he returned home from a meeting of the democratic opposition outside the country. The judge promised to rule on the motion in about three weeks, which would prevent the case from coming to trial during elections scheduled on June 22.

The International Labor Organization was preparing to vote on a resolution condemning Chihana's arrest and calling for his release.

In Mexico, Gonzalez remained under arrest in a Mexico City hospital. Gonzalez, 75, was arrested ostensibly on a two-year-old federal tax evasion charge, but he was seized only days after members of the maquiladora employers group complained to government officials about Gonzalez's activities.

Prior to his arrest, Gonzalez had called a series of strikes at maquiladora plants which resulted in agreements calling for 25 percent wage increases.

In Thailand, eight members of the Thai Trade Union Congress were arrested May 18 and released two days later. The arrests came as Thailand's military rulers brutally cracked down on peaceful pro-democracy demonstrators.

The AFL-CIO has urged the U.S. government to cut off trade advantages for Thailand because of the repression. The International Confederation of Free Trade Unions also has condemned the government's actions.

## Newsmakers

Locomotive Engineers President **Ronald McLaughlin** has been elected vice chairman of the Railway Labor Executives' Association, replacing Railroad Signalmen President **V.M. "Butch" Speakman Jr.,** whose nomination to the Railroad Retirement Board is pending. **Robert Irvin,** the president of the Train Dispatchers, was elected secretary-treasurer, a post previously held by McLaughlin. In other moves, three from the RLEA were nominated to serve on the Amtrak board of directors: **Donald Buchanan,** director of railroad and shipyard workers for the Sheet Metal Workers; **Daniel Collins,** who served as assistant general secretary treasurer of the United Transportation Union until his retirement this year; and **Mac Fleming,** president of the Maintenance of Way Employees. The president will forward the name of one nominee to the Senate for confirmation.

**Joseph S. Papovich,** deputy assistant U.S. trade representative for industry, has been assigned responsibility for labor issues. As such, Papovich will serve as chief labor liaison for U.S. Trade Representative **Carla A. Hills.** Before joining the trade representative's office in 1982, he spent eight years at the Department of Labor.

### AWARDS

Secretary-Treasurer **Arthur A. Coia** of the Laborers received the Massachusetts AFL-CIO's 1992 Gompers-Murray-Meany Award at the federation's annual three-day education institute. In presenting the award, State AFL-CIO President **Joseph Faherty** said the tribute was in recognition of "Brother Coia's leadership, which always involves a new agenda."

Several union members were among those honored recently with the first-ever Pathfinders awards for their contributions to the fight against HIV/AIDS: **Bill Cole,** a New Jersey teacher and member of the National Education Association who is HIV-positive; **Judith Hargis,** a member of the Service Employees and a nurse in Washington State; **James McWilliams,** a member of the Teachers from Philadelphia; and AFSCME member **Richard Scott,** an officer of Local 2187 representing professional employees in Philadelphia.

The University College Labor Education Association recently honored three AFL-CIO labor educators posthumously with the association's Career Achievement Award. **Walter Davis, George Guernsey** and **Otto Pragan** were cited for their contributions and accomplishments in the field of labor education. The three were added to a permanent list of such honorees at the Georgia State University Labor Archives.

The National Association of Letter Carriers Information Center will be honored June 29 with an award named for **John Sessions,** a former assistant director of the AFL-CIO Education Department. The American Library Association's Reference and Adult Services Division John Sessions Memorial Award is given to a library or library system in recognition of work with the labor community; the NALC's centennial exhibit project was recognized by the award committee.

**Dr. Israel Kugler** has been designated deputy president emeritus by the Professional Staff Congress in recognizition of his "pioneering role in the development of unionism at The City University of New York."

## Convention Calendar

*This is a list of conventions and conferences scheduled for 1992 by the AFL-CIO and international affiliates, state central bodies and fraternal organizations. Changes and additions will be reported.*

| DATE | ORGANIZATION | PLACE |
|---|---|---|
| June 22-26 | OPEIU | Bal Harbour, Fla. |
| June 25-27 | Montana | Billings |
| June 29-July 3 | Newspaper Guild | Chicago |
| July 22-27 | Police Associations | Houston |
| July 27-30 | California | San Francisco |
| August 3-7 | Fire Fighters | Vancouver |
| August 3-7 | Postal Workers | Anaheim, Calif. |
| August 10-15 | Glass, Molders & Pottery | Las Vegas |
| August 11-16 | Teachers | Pittsburgh |
| August 12-14 | Iowa | Waterloo |
| August 16-21 | Letter Carriers | St. Louis |
| August 24-27 | Washington | Everett |
| August 28-29 | Wyoming | Cheyenne |
| Aug. 30-Sept. 2 | Missouri | Lake Ozark |
| Aug. 30-Sept. 2 | Illinois | Chicago |
| Aug. 30-Sept. 3 | New York | Kiamisha Lake |
| Aug. 31-Sept. 3 | Asbestos Workers | Canada |
| Aug. 31-Sept. 4 | Steelworkers | Pittsburgh |
| Sept. 6 | Farm Workers | Delano, Calif. |
| Sept. 8-10 | Alaska | Anchorage |
| Sept. 9-11 | Nevada | Las Vegas |
| Sept. 9-11 | North Carolina | Raleigh |
| Sept. 11-13 | Vermont | S. Burlington |
| Sept. 13-16 | Minnesota | Rochester |
| Sept. 16-18 | Connecticut | Hartford |
| Sept. 18-19 | Rhode Island | Providence |
| Sept. 19-27 | Amalgamated Transit Union | Miami |
| Sept. 21-25 | Graphic Communications | Honolulu |
| Sept. 28-30 | Wisconsin | LaCrosse |
| Sept. 28-Oct. 2 | Paperworkers | Miami Beach |
| Sept. 28-Oct. 6 | Machinists | Montreal |
| Oct. 21-23 | Georgia | Rome |
| Oct. 29-31 | South Carolina | Myrtle Beach |
| Nov. 3-6 | Flight Attendants | San Francisco |
| Nov. 11-13 | IUD | Miami |
| Nov. 19-23 | IUE | Miami Beach |

### AFL-CIO AND SUPPORT GROUP MEETINGS

| | | |
|---|---|---|
| June 25-28 | A. Philip Randolph Institute | Washington |
| Aug. 4-6 | AFL-CIO Executive Council | Chicago |
| Aug. 12-16 | Labor Council for Latin American Advancement | Miami Beach |
| Sept. 13-16 | AFL-CIO Safety and Health | Washington |

## Resources

### CONFERENCE

The **AFL-CIO Safety and Health Conference** will be held Sept. 13-16 at the Washington Hilton hotel in Washington. For more information on the agenda, contact the AFL-CIO Department of Occupational Safety and Health, 815 16th Street, N.W., Washington, D.C. 20006.

### PUBLICATIONS

**What is a Union?** is a book for the elementary level about trade unions. The book can be purchased for $1.05 from Interform, 1398 North Shadeland Ave., Suite 2201, Indianapolis, Ind. 46219. Attn.: Stocky Cornelius.

**Family and Medical Leave Act** and **Protecting the Davis-Bacon Act** are two new legislative fact sheets available from the AFL-CIO Department of Legislation. For copies, contact the Department of Legislation, 815 16th St. N.W., Washington, D.C. 20006.

# Saipan workers gain back pay

More than 1,200 Chinese immigrant workers will receive $9 million in back pay and other legal damages under a Department of Labor agreement with five garment manufacturers in Saipan.

The settlement was the result of a Labor Department investigation of American International Knitters Corp., operated by the Tan family. Investigators found the predominantly female work force was required to work up to 84 hours per week for sub-minimum wages, without overtime pay.

The garment factories produce shirts and sweaters for such companies as Perry Ellis, Christian Dior, Chaps and Levi Strauss.

After learning of the government investigation, Levi Strauss severed all ties with the Tan family, announcing that it did not want to associate with a company that cheated its workers. Many workers at Levi Strauss are represented by the Clothing and Textile Workers.

The company in March issued guide lines stating its intention to refuse business with any supplier that violates the labor rights of workers or who operate in countries where employees are exposed to health and safety risks.

# ACTWU wins $950,000 at S. Lichtenberg

**Waynesboro, Ga.**

Clothing and Textile Workers at two Georgia drapery manufacturing plants are sharing $950,000 as part of a settlement between the union and S. Lichtenberg & Co., which owns the plants.

The checks were distributed May 26 at Delila Manufacturing Co. and Samsons Manufacturing Co. in rural Georgia by ACTWU President Jack Sheinkman to 267 workers who were illegally fired or laid off during the organizing campaign.

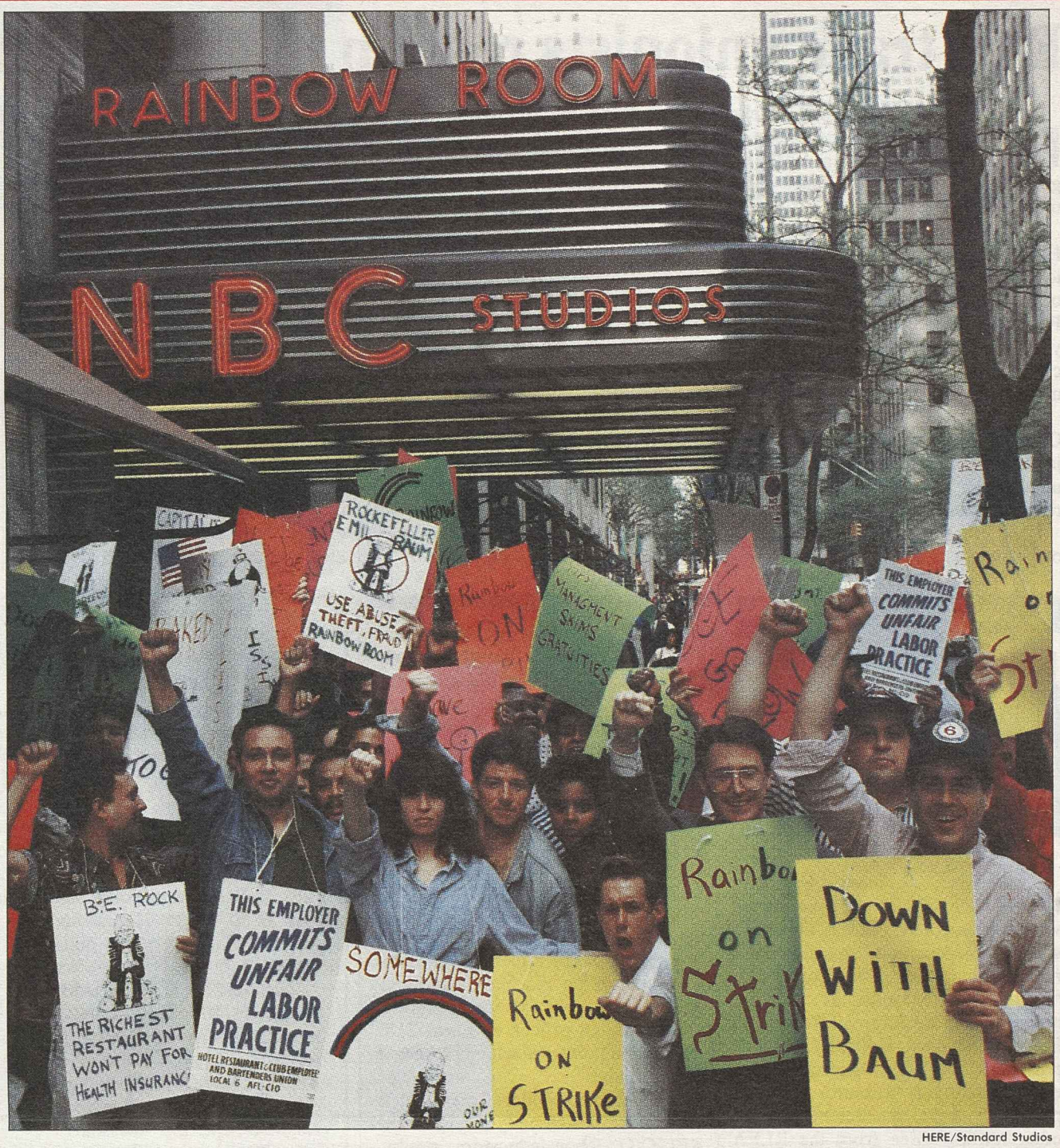
David Prouty of the ACTWU Southern Regional Council described the occasion as "vindication for the workers. They hung in there for four years in the face of one of the most vicious union-busting campaigns we've ever faced," he said.

The settlement includes a new three-year contract with the company.

Five percent of the $1 million settlement will be held for 60 days in case recipients were missed or errors made in check calculations, the union said.

In March 1991, a National Labor Relations Board administrative law judge ordered S. Lichtenberg to rehire more than 120 workers and pay them $1 million in back pay for firing them after they voted for union representation. The union now represents about 650 workers at the two plants.

The new contract calls for reinstatement of any workers fired or laid off for union sympathy and provides 14 percent raises over the life of the three-term agreement. It also included a $375 signing bonus to those employed as of Jan. 1, 1991, health insurance with a $100 deductible, overtime, a grievance and arbitration procedure, and additional vacation time.




HERE/Standard Studios

**Striking restaurant** workers whoop it up outside New York's Rockefeller Plaza in protesting unfair labor practices of Rainbow Room's management and its refusal to bargain. Cooks, waiters, waitresses, dishwashers and attendants of the prestigious restaurant voted Local 6 of the Hotel Employees and Restaurant Employees as their bargaining representative last December. The strikers are seeking better pay, benefits and working conditions. According to industry reports, the Rainbow Room cleared $24 million in sales last year.


VOLUME 37, NUMBER 13
JUNE 22, 1992

AFL-CIO NEWS


# INSIDE


**1** ***RAC workers toast agony of victory***

Steelworkers at Ravenswood Aluminum Corp. celebrate their victory and new contract. They return to work June 29 after enduring 19 months that "didn't need to happen."

**3** ***House votes down budget amendment***

Despite last minute politicking, the House by nine votes rejected a proposed constitutional amendment requring a balanced federal budget — an ability Congress already has.

**4** ***Court lets UFCW sue for non-members***

An appeals court says the Food and Commercial Workers can continue their fight on behalf of non-union workers seeking back pay for forced "off-the-clock" work at Farm Fresh Inc.

**5** ***UAW delegates look to future challenges***

Noting that their union was founded in "hard times like these," UAW delegates gear up for tough bargaining at Big Three auto and greet Democratic presidential candidate Bill Clinton.

**6** ***Broadcast Employees vote on CWA merger***

The Broadcast Employees are considering merger with the Communications Workers which, if approved by a NABET membership referendum, would form a CWA broadcast sector.

**8** ***Unions, managers team up at Akzo***

Union workers and managers at two Akzo Salt Co. plants forge a cooperative partnership to save their jobs, improve safety conditions and boost the company's bottom line.


UNION YES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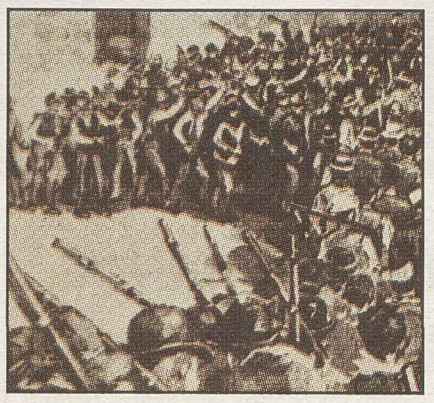

**Century-old** Homestead strike yields modern lessons for labor. **See Page 5.**

AMERICAN FEDERATION OF LABOR ★ CONGRESS OF INDUSTRIAL ORGANIZATIONS ★ AFL CIO

# AFL-CIO NEWS

VOLUME 37, NUMBER 14 JULY 6, 1992

John Himelrick/Image Graphics

**As supporters rejoice,** Steelworkers file through Ravenswood plant gate for first time in 19 months.

## *Ravenswood workers return triumphant, proud*

**By Muriel H. Cooper**

June 29 was more than just another day of work at the Ravenswood Aluminum Corp. in Ravenswood, W.Va.

With much fanfare and celebration, members of Steelworkers Local 5668 returned to work after being locked out and "permanently replaced" for 19 months.

Hours before, some 1,200 scabs left the plant for the last time, permanently replaced — fired — to make room for men and women who had given so many years of their lives to the plant.

"This historic moment marks a turning point for the future of America's working men and women," said USWA Vice President George Becker, who took a lead role in the campaign to win back those jobs.

"It may seem remarkable to some, in this day and age, that a mass firing of scabs can take place at the same time union members regain their jobs, but that's what happened," Becker said. "All the scabs were gone by 7 a.m. and at 9 a.m. we went back in the plant."

Early that morning, union members and their families lined the road adjoin-

**Continued on Page 12**

# Congress ends rail lockout

## *Owners stampede lawmakers to act*

**By Candice Johnson**

Some 250,000 rail workers were back on the job June 26 after a nationwide lockout engineered by the major freight carriers was ended by Congress.

A strike by 1,347 Machinists against CSX Corp. on June 24 brought a quick show of force by management, which locked out workers at all major freight carriers and stopped passenger service on many Amtrak routes.

Amtrak began unilaterally curtailing national service on June 23, but union and company negotiators had extended talks for 48 hours past the deadline.

Virtually all of the nation's railroads would have been operating and providing service in the public interest if the carriers had not locked out their employees, the AFL-CIO pointed out, adding that the railroads were attempting to stampede Congress by causing a national crisis.

A Journal of Commerce report noted that railroad chief executives had agreed a year ago to close down operations in the event of a regional strike.

While the lockout did succeed in stampeding Congress into acting, it did not achieve the entire aim of the management conspiracy. The carriers were hoping Congress would impose on the workers the recommendations of the three presidential emergency boards, as it did in last year's rail dispute.

The measure signed by President Bush establishes a new 38-day "cooling-off period" with binding arbitration to resolve unsettled disputes. The process calls for a neutral arbitrator, who would be chosen by arbitrators selected by labor and management, to accept the last, best offer of either the unions or

**Continued on Page 4**

# Labor Department official, bypassed on Beck rules, quits post

**By Rex Hardesty**

The Department of Labor official nominally in charge of the Bush administration's new disclosure requirements for local unions has quit his post after revealing he was bypassed as others did the dirty deed for the White House.

Robert M. Guttman resigned June 26 as the assistant secretary of labor in charge of the office of labor-management standards, which is charged with administering the new LM-2 and LM-3 reports that the nation's 45,000 local unions must fill out. The AFL-CIO has estimated that complying with the new rules will cost local unions $192 million — or $10 per member per year.

But before he left, in an interview with the Bureau of National Affairs, Guttman disclosed that:

- While the regulations were put out in his name, they were actually the work of the labor solicitor, who met the deadlines set by President Bush's political promises to the far right-wing of his party. Bush made those promises when Patrick Buchanan was running strong against him in the New Hampshire and Georgia primaries.
- Guttman was overruled when he proposed a "procedurally fair and substantively valid" process of rulemaking that would include consultation with interested parties, coordination with the National Labor Relations Board and advance notice soliciting help with technical aspects. As it is, he said, there's no record except the comments filed by interested parties, and 38 of those 40 were objections.
- He found it "unconscionable" that the rules would decree that all local unions had to switch to the professional accountant's "accrual" method of accounting instead of the "cash" accounting local unions have historically used. That switch accounts for much of the $192 million cost for local unions, according to Dr. Ruth Ruttenberg, whose study for the AFL-CIO revealed that the

**Continued on Page 8**

# POINT OF VIEW

## *Ravenswood shows global potential*

The Steelworkers' victory at Ravenswood, W.Va., shows how U.S. labor can benefit by reaching beyond national borders to tap into the strength of international solidarity.

The USWA, with Joe Uehlein of the Industrial Union Department as the point man, found ready and willing partners when it sought support through the International Metalworkers Federation (IMF) and the International Federation of Chemical, Energy and General Workers Unions (ICEF), two trade secretariats with more than 20 million members worldwide.

The ICEF's extensive data base on multinational corporations enabled the USWA to track the money trail that led to the leveraged buyout at Ravenswood in 1988 and to locate the Swiss financier, Marc Rich, who bankrolled and controlled RAC and other operations through his international metal market dealings.

The IMF and the ICEF — whose general secretary, Michael Boggs, is a former assistant director of the AFL-CIO International Affairs Department — mobilized trade unionists in 15 nations for protests against Rich, demanding justice for the 1,700 Steelworkers locked out in Ravenswood. The glare of a public spotlight was not good for Rich's ventures, including those being developed in Central and Eastern Europe.

At the same time, an ''end users'' campaign in the United States successfully convinced major industrial consumers to stop buying RAC aluminum and Congress held hearings into Rich's dealings with the U.S. Mint. Combined with the international campaign, these efforts drove RAC management to seek a negotiated settlement with the Steelworkers, which is what the USWA wanted all along.

The USWA is not the only AFL-CIO affiliate to practice the belief that if workers ''think globally,'' they can ''act locally.'' Among the most successful has been the UAW, which over the past several years has enlisted support from IMF affiliates in Germany, France and Sweden in gaining contracts with foreign-owned Freightliner, Mack Trucks and Volvo-GM.

''We have definitely benefited from the time and energy we've put into establishing international contacts,'' said the UAW's Don Stillman, who described the interaction as ''very much a two-way street.''

The Service Employees were supported by the International Federation of Commercial, Clerical, Professional and Technical Employees (FIET) in gaining a contract for janitors at the Century City office building in Los Angeles, which is owned by ISS of Denmark. FIET also joined in SEIU's long campaign against Apple Corp., resulting in a contract for janitors in the company's Silicon Valley facilities.

''The idea of international solidarity, as good as it sounds, means nothing unless you can develop specific actions,'' said FIET General Secretary Phillip Jennings. ''We are dedicated to extending the power of unions through specific international actions.''

The International Union of Food and Allied Workers Associations (IUF), along with FIET, helped the Food and Commercial Workers in their battle with Carrefour, the French grocery chain that brought a full bag of anti-union techniques — imitating recent habits of some U.S. employers — when it set up shop in Philadelphia.

The IUF's affiliate in France, which represents workers at Carrefour, and the AFL-CIO office in Paris worked to develop a new ''climate of cooperation and understanding'' that led to recognition for the union in Philadelphia.

The UFCW is among the most active AFL-CIO unions internationally, belonging to five trade secretariats. That international participation has yielded a variety of assistance, including a national collective bargaining agreement with Yaohan, a Japanese multinational that operates food and specialty stores in the United States. Zensen, the UFCW's Japanese sister union, helped to facilitate that agreement.

Unionized workers at Delhaize Freres and Cie. have called several ''rolling strikes'' in support of U.S. workers at Food Lion, an anti-union son of the Belgian parent. But Delhaize Freres, which does some 80 percent of its business in the United States, has not relented.

The UFCW now is representing non-union Food Lion workers in U.S. courts over the issue of off-the-clock overtime work.

The IUF also is working with the Hotel Employees and Restaurant Employees in their battle against the Nikko Hotel in Chicago, owned by the Japanese union federation, Renko, to explore common ground against anti-union corporate behavior.

In light of the hostile climate for unions around the world, the International Confederation of Free Trade Unions is creating a new Department of Human and Worker Rights to spotlight the abuse of workers' rights and to organize effective action against it. Heading that office will be George Martens, formerly of the African American Labor Center.

The ICFTU also maintains a catalog of multinational corporation activity, coordinated by another American trade unionist, Dwight Justice, who shares the information with member organizations and the trade secretariats.

''Trade unions in the United States confront an increasingly interdependent world, in which multinational corporations move quickly to shift jobs across borders,'' the AFL-CIO Executive Council said in February 1991 as it urged affiliates to join in the work of the trade secretariats.

''Together with the ICFTU, international trade secretariats are an indispensable instrument for the promotion of international labor solidarity and coordination of worker policy and action in the world economy,'' the AFL-CIO said.

The potential for international solidarity, as realized at Ravenswood and other union battlegrounds, grows exponentially with participation by U.S. unions with these trade secretariats. These facilitators of solidarity allow workers of the world to unite behind the banner of justice. The evidence strongly suggests that this solidarity works.

**— Michael Byrne**

## *Clinton economic plan 'quite good'*

Putative Democratic presidential nominee Bill Clinton unveiled an invest-in-America economic program that moves sharply away from the free rein for the free market imposed on working people in the Reagan and Bush years.

''The program is quite good,'' said chief AFL-CIO economist Rudy Oswald of Clinton's detailed study titled, ''Putting People First: a national economic strategy for America.''

The plan also provided an immediate success for Clinton, who unveiled the plan Sunday, June 21 while President Bush and H. Ross Perot were trading sharp blows about investigating each other.

The AFL-CIO has endorsed Clinton for the Democratic nomination at the July 13-16 Democratic Convention in New York. Labor will decide on a nominee for the general election after the August Republican convention.

The core of the Clinton plan is action to expand the economy — putting America back to work with an investment of $50 billion per year for four years. It would be paid for with a combination of spending cuts and increased taxes on corporations and upper-income groups.

It also provides for debt reduction, improved tax equity, a start on health care reform, family and medical leave and two major foreign trade standards — stronger legislation on Super 301, the clause with which the United States can counter unfair trade practices, and support for the North American Free Trade Agreement conditioned on basic worker rights and environmental standards.

Oswald characterized the steps on health care as small, but in the right direction, and noted two programs — enterprise zones and a capital gains tax cut — that the AFL-CIO opposes.

Clinton pledged to cut back the White House staff, to challenge Congress to do the same, and to eliminate 100,000 federal jobs.

In a letter to Clinton, Government Employees President John Sturdivant noted the inclusion of the indispensable words ''by attrition only'' in the job cutback plan and pledged the cooperation of the AFGE in building a better federal service than the one that currently has one supervisor for every five federal workers and wasteful privatization bursting out all over.

Clinton calls for middle-class tax cuts and welfare and education reform, paid for by savings of $75 billion a year on spending cuts, tax fairness and closing of corporate tax loopholes.

The Clinton plan also envisions economic conversion, an information network to link every home, business, classroom, laboratory and library by the year 2015 and a National Police Corps of 100,000, along with more funding for drug treatment.

**— Rex Hardesty**


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# LEGISLATION

## Congress set to extend UI benefits

The House and Senate were expected to approve AFL-CIO-supported legislation extending emergency unemployment benefits for the long-term jobless through March 1993. The anticipated votes on July 2 came one day before the current program was due to expire.

Both chambers were voting on a conference report that ironed out the differences between House and Senate extended benefit bills approved earlier. President Bush threatened to veto the House version, as he did UI legislation last year. It was unclear whether he would veto the conference report.

"While there must be further changes in the unemployment compensation system, H.R. 5260 is an important step in this direction," AFL-CIO Legislative Director Robert M. McGlotten said.

June's unemployment rate was 7.8 percent, up from 7.5 percent in May. The June rate is the highest since 1984 and the highest of the Bush Recession.

### Sets new 'trigger'

The House bill called for 20-26 weeks of benefits, depending on a state's unemployment rate, while the Senate bill offered 26-33 weeks.

Reports indicated that the final conference report version would contain some permanent changes, including the use of the Total Unemployment Rate (TUR) as a "trigger" for extended benefits.

"The AFL-CIO has always supported using the total unemployment rate as a trigger for eligibility for this program because it accurately reflects the actual unemployment in each state," McGlotten said.

The TUR includes all the unemployed workers in a state, while the current system uses the less accurate Insured Unemployment Rate (IUR), which counts only those jobless workers covered by unemployment compensation.

The conference report was expected to allow states to use either the TUR or IUR in its system.

Since Congress established the IUR as a "trigger" last year, only eight states have extended benefits, even though the numbers of long-term jobless continued to increase.

## House bill puts brakes on medical costs

The House leadership unveiled its long-awaited health care package June 25, a measure that seeks to put the brakes on ever-climbing costs.

House Majority Leader Richard A. Gephardt (D-Mo.) and Rep. Fortney "Pete" Stark (D-Calif.) introduced the Health Care Cost Containment and Reform Act of 1992 to control costs, change insurance standards, simplify administration, curb fraud and abuse and reduce the number of uninsured Americans.

"It has the cost-containment muscle we need to put the brakes on the doctors, hospitals, drug manufacturers and insurance companies who are driving the price of health care beyond the reach of most Americans," said Service Employees President John Sweeney at a news conference with Gephardt. Sweeney also chairs the AFL-CIO's Health Care Committee.

Sweeney and AFL-CIO Employee Benefits Director Karen Ignagni characterized it as an important step toward comprehensive reform. "This package, particularly its emphasis on reining in costs, is a good start," Ignagni said.

The cost-containment provisions include the setting of a national health budget for payments to hospitals, physicians and other health care providers.

> *'There is broad public consensus that the government must step in aggressively and reform our health care system.'*
>
> **— John Sweeney**

Major reform of the health care system would be evident through changes in health insurance standards, including the elimination of exclusion periods in some cases and a shortening of exclusionary time periods in others; the establishment of uniform electronic billing and the use of a universal health insurance card and identification number; and the development of a new, all-payer national health care fraud program.

The bill also includes the expansion of Medicaid to pregnant women and children up to age 19 with incomes below 200 percent of the poverty line, and all individuals with incomes below 133 percent of poverty.

"There is broad public consensus that government must step in aggressively and reform our health care system, and cost control is at the heart of that reform," Sweeney said. "The House leadership bill contains a prudent balance of regulatory and competitive strategies" that make it worth consideration.

Also in the House, Energy and Commerce Committee Chairman Rep. John Dingell (D-Mich.) along with Rep. Henry A. Waxman (D-Calif.) introduced a measure that would contain growth in health care services while providing sweeping reform. It would expand access to the system for the 67 to 70 million Americans who lack health insurance or who have inadequate coverage.

## Bid made to kill Quayle's 'back door' panel

Vice President Quayle's Council on Competitiveness operates as a secret "back door" for business interests seeking to undo federal programs and regulations, and it should be slammed shut.

That was the message to Capitol Hill from the Sierra Club, Public Citizen, OMB Watch, the AFL-CIO and others who called on Congress to cut off funding for the vice president's council operation.

The House Appropriations Committee agreed, voting to withhold funds for the council by a 30-18 vote. The full House was expected to go along with the committee, rejecting an amendment to block the cutoff.

Rather than being concerned with making regulations more efficient and less burdensome, the council actually functions as another arm of President Bush's effort to eliminate those regulations business considers unnecessary, the groups charge.

Ironically, the Bush adminstration has found one regulation it likes: the Labor Department's expanded regulations and reporting requirements on LM-2 and LM-3 forms for unions. An April 13 presidential order drew Department of Labor changes that will cost unions and members an additional $192 million a year, the AFL-CIO noted.

At a news conference, members of the "Coalition to Defund the Quayle Council on Competitiveness" outlined concerns about the council's use of executive privilege to alter laws and regulations.

The Quayle group routinely denies freedom of information requests, refuses to testify at congressional hearings, provides no documents backing up the positions it seeks to force on agencies, and refuses to name the groups it meets with, making it completely unaccountable to the public, said Joan Claybrook, president of Public Citizen.

Among the council's "successes" are: delaying and gutting regulations to implement the Clean Air Act; weakening nutrition labeling requirements at the Food and Drug Administration and the Agriculture Department; blocking a ban on burning lead-acid batteries; and delays in safety and health standards.

Peg Seminario, AFL-CIO safety and health director, stressed that the council serves "as a secret court of appeals for business interests to seek political favors in the form of relief from government regulation."

"The Quayle Council has fostered and sanctioned a new level of interference in federal regulatory activities by its staff functionary — the Office of Management and Budget," she said.

Earlier this year, OMB blocked a proposed toxic substance regulation by the Occupational Safety and Health Administration. OMB's reasoning: the regulation would reduce worker and consumer incomes, thereby causing a reduction in health status and an increase in mortality. OMB is considering requiring similar analysis by other agencies, Seminario noted.

Regulatory decisions that once were determined by record evidence and law are now based on politics, she said, adding that this "closed-door method of operation has also filtered down to government agencies where business appeals for regulatory relief are being granted by agency heads without any prior opportunity for public review and comment."

## Capitol Digest

The House of Representatives began debate July 1 on an urban aid package that the AFL-CIO called "totally inadequate to address the urban crisis."

The bill, H.R. 11, contains $14.5 billion in tax breaks with $2.5 billion aimed at enterprise zones and the rest at businesses and some individuals. As reported by the Ways and Means Committee, the bill includes no funds for job training, housing or hunger programs for the cities.

"Unless a strong urban aid package addressing human needs is added to H.R. 11, this bill will ignore the plight of our cities and the lessons of the Los Angeles riots," AFL-CIO Legislative Director Robert M. McGlotten said in a letter to House members.

Another provision of the bill that concerns labor is tax breaks for intangible assets such as a company's reputation or lists of customers that companies could depreciate as they do a piece of machinery or a building. Such provisions could spur another round of harmful merger acquisition activity, especially in the food industry.

The bill also contains a special pension regulation break for Federal Express Inc., which has used it as a tool to fight attempts by pilots to organize.

Unless the Federal Express provisions and the tax breaks for intangible assets are eliminated and an urban aid package addressing real human needs is added, the AFL-CIO will oppose the bill.

Elsewhere on Capitol Hill:

**BALANCED BUDGET** — The Senate defeated attempts by some diehard backers to pass a balanced budget constitutional amendment July 1. Ignoring the earlier defeat of the amendment in the House, Sen. Phil Gramm (R-Texas) maneuvered the Senate into a series of four votes, culminating in a failed cloture vote 56-39, which killed the resolution for the remainder of the 102nd Congress.

**CHINA TRADE** — A resolution, backed by the AFL-CIO, calling for the denial of Most Favored Nation (MFN) trading status for China was approved by the House Ways and Means Committee June 24. President Bush wants to extend MFN unconditionally to China. Ways and Means is also expected to develop another resolution calling on China to meet certain human and workers' rights conditions before MFN could be extended.

**SOCIAL SECURITY** — The Government Employees urged the Senate to follow the House's example and approve legislation making the Social Security Agency an independent agency. "This action would take the politics out of the day-to-day operation of the SSA and help eliminate the threat of annual budget cuts and staff shortages," AFGE President John Sturdivant said. The House passed its bill June 29 by a resounding 350-8 margin.

# Court bars state boost to OSHA rule

By Colleen M. O'Neill

A divided U.S. Supreme Court struck down several provisions of Illinois state law June 18 on a 5-4 vote, ruling that the Occupational Safety and Health Act pre-empted more stringent state rules.

The court upheld an appeals court decision that dismissed the contention of the state of Illinois that it had obligations to the general public that should permit it to go beyond what the federal government dictates for workers only.

"The decision is disturbing because it clearly limits the ability of states to take action to protect their citizens," said Peg Seminario, AFL-CIO director of occupational safety and health. "The issues of worker safety and public safety are very related, and it seems clearly appropriate for states to take action.

"This ruling raises questions about right-to-know laws, contracting regulations, licensing, certifications and a whole gamut of rules," she said.

The dispute, Gade vs. National Solid Wastes Management Association, centered on the group's argument that enforcement of the laws of the state would constitute a duplicative regulatory structure.

The Illinois General Assembly in 1988 enacted stricter certification and training statutes for laborers and operators at hazardous waste sites than federal OSHA laws. In the first legal test of those statutes, a U.S. District Court agreed with the state that the rules were not subject to pre-emption because of the greater goal of public safety protection in addition to worker protection.

The U.S. Court of Appeals for the 7th Circuit revised that ruling to include pre-emption for rules clearly involving worker safety. The state said its laws did not intend to replace OSHA laws, but to serve as a supplement.

Illinois does not have authority from OSHA to run its own program, and thus follows federal OSHA safety and health laws.

The majority opinion was issued by Justices Sandra Day O'Connor, Byron White and Antonin Scalia, along with Chief Justice William Rehnquist. Justice Anthony Kennedy concurred separately.

The AFL-CIO is evaluating the impact of the decision, and is considering the effect on the OSHAct and whether statutory changes are necessary.

In other rulings, the Supreme Court:

- Refused, by a 6-3 vote, to make it easier for insured harbor workers to collect benefits. In the case of Estate of Cowart vs. Nicklos Drilling Co., the court said injured worker Floyd Cowart needed written approval from his employer of a settlement with a drilling platform owner before he could collect benefits under the federal Longshore and Harbor Workers' Compensation Act. Cowart's compensation under LHWCA would have been an additional $6,242.

Justices Harry Blackmun, John Paul Stevens and Sandra Day O'Connor dissented, saying "the court needlessly inflicts additional injury upon these workers and their families" by requiring the approval of third-party settlements.

- Agreed to review a decision (Barr vs. Catholic Social Services Inc.) that would require the Immigration and Naturalization Service to consider legalizing more than 300,000 aliens.
- Refused to bar states from denying unemployment benefits from workers who leave a job to relocate with their spouses. Barbara Austin, in Austin vs. Berryman, had challenged a Virginia law that specifically disallowed her claim for benefits after she left her job for a 150-mile move with her husband and four children.

# Congress sets 'cooldown' in rail lockout

**Continued from Page 1**

rail management as the final settlement.

Following that decision, President Bush could disapprove the settlement, but that action would allow both sides to take "self-help" measures — workers to strike and carriers to lock out the workers or impose contract terms.

Congress also provided in the legislation for rail workers to be paid for the days they were locked out.

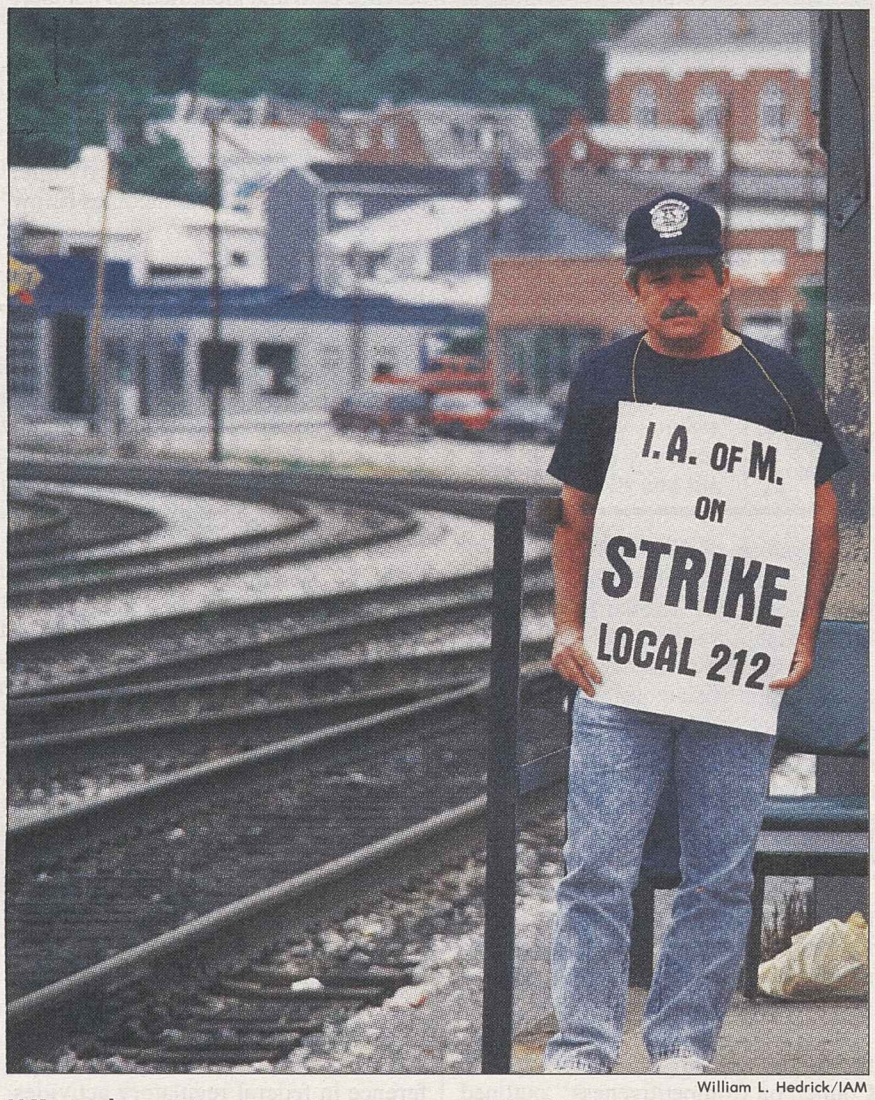
Affected by the action are IAM members at some 40 major freight carriers and the Locomotive Engineers and the IAM at Amtrak. Tentative agreements have been reached between Amtrak and the Maintenance of Way Employes, Train Dispatchers, Electrical Workers and Transportation Communications Union and Transport Workers in the Council of Carmen, and between the BMWE and Consolidated Rail Corp.

The AFL-CIO joined rail unions in opposing Congress's approval of binding arbitration procedures to end the dispute. "Binding arbitration would punish workers by taking away their right to strike while rewarding the carriers for their irresponsible action in shutting down virtually all railroads throughout the nation," the unions said.

IAM Vice President John Peterpaul told one set of congressional hearings that the management testimony about potential losses for its customers was ridiculous, since it was management that abused its shippers with the lockout.

He said that cast rail management in the terms of the classic definition of chutzpah: "the child who shoots both parents and appeals to the court as an orphan." Peterpaul noted that during four years of negotiations, union members "did not get one raise, while the carriers racked up record profits."

The strike against CSX was a matter of workers using their only weapon "to persuade the carriers to negotiate in good faith" but with a "minimum impact on the traveling public and on industry's use of freight rail."




William L. Hedrick/IAM

**IAM member** walks the picket line at CSX facility in Cumberland, Md.

The Machinists who struck CSX Corp. haven't had a pay raise since 1988, when their last contract expired, and today earn about $26,000 a year.

But the top bosses at CSX and other rail carriers haven't had to wait long for raises. J.W. Snow, the chief executive officer at CSX, saw his pay and long-term compensation more than double since 1988, from $1.3 million to nearly $3 million. Last year, Snow's salary — plus a bonus of $1.2 million — jumped by 28 percent over 1990.

His counterparts at Norfolk Southern and Union Pacific did just about as well. CEO A.B. McKinnon at Norfolk Southern saw his total pay jump to $1.7 million, plus an additional $1.3 million in long-term compensation, last year, while Union Pacific's Drew Lewis gained a pay hike to $4.2 million, up from $1.4 million in 1988.

IAM members' concerns at both Amtrak and the freight carriers include increased subcontracting of work, cuts in health and welfare benefits and wage rates for skilled mechanics.

At Amtrak, wages are a chief concern among rail workers who have not had a pay raise in more than four years.

BMWE chief negotiator Jed Dodd said the tentative agreements the union reached with Amtrak and Conrail will be submitted to the membership for a ratification vote, with no recommendation from union officers.

The members must make a choice between "agreeing to these contracts or risking the outcome of arbitration," he said.

## Inbrief

### AFL-CIO: 'Politics drove N.C. pullback'

The AFL-CIO cited "politics and not substance" as the driving force behind the Occupational Safety and Health Administration's recent decision to defer withdrawal of the North Carolina state health and safety plan.

AFL-CIO Occupational Safety and Health Director Peg Seminario asked in a letter to Acting OSHA Administrator Dorothy L. Strunk for an explanation regarding the agency's determination that the state's commitments to correct seven deficiencies were "satisfactory."

Seminario said it is very troubling "that federal OSHA would give the state a clean bill of health based on what are largely mere 'assurances' just two months" after it threatened to pull the plan because the state hadn't produced anything but mere assurances.

"The only apparent difference between the April and June responses from North Carolina is that, as a result of the May 5 primary election, Mr. John Brooks will be leaving the post of commissioner of labor in the state.

"It does suggest that politics and not substance were driving OSHA... If this is the case, the integrity of the OSHA program and the safety and health of North Carolina workers will have been severely compromised for political gain," Seminario said. Brooks, a Democrat, lost in the primary.

The AFL-CIO petitioned OSHA last September to take over the North Carolina state plan after 25 workers lost their lives behind locked doors in a fire at a chicken-processing plant in Hamlet, N.C. An April 24 letter from Strunk to the state announced a 45-day time period to show cause why withdrawal proceedings should not be undertaken.

"The AFL-CIO believed in April, as we believe now, that the North Carolina plan was deficient and that there were and are ample grounds to warrant its withdrawal," Seminario told Strunk. "We believe the public and the workers of North Carolina are entitled to know" how the Department of Labor reached the conclusion that now the status quo in North Carolina is satisfactory.

A follow-up report reviewing the period Oct. 1, 1991, through Sept. 30, 1992, is to be completed by January 1993, Strunk said.

### OMB frees standard on toxic exposures

The Office of Management and Budget has cleared, and OSHA has proposed, the long-awaited standard on toxic exposures for several industries.

Workers in the construction, maritime and agricultural industries — nearly 6 million people — would be covered under the proposed lower permissible exposure limits. Workers in other industries have had the protections for nearly four years.

In March, OMB employed strange logic to hold up the standard, arguing for "risk-risk" analysis to determine the effect on jobs and health that increased protection from hazardous substances would have on workers.

OSHA is seeking comment on the proposed rule, published in the Federal Register in early June.

FOCUS

# Homestead:

## *Century-old battle is modern lesson*

By Candice Johnson

One hundred years ago, the workingmen and townspeople of Homestead, Pa., stood up to hired Pinkerton strikebreakers in a brave fight against the Carnegie Steel Co.

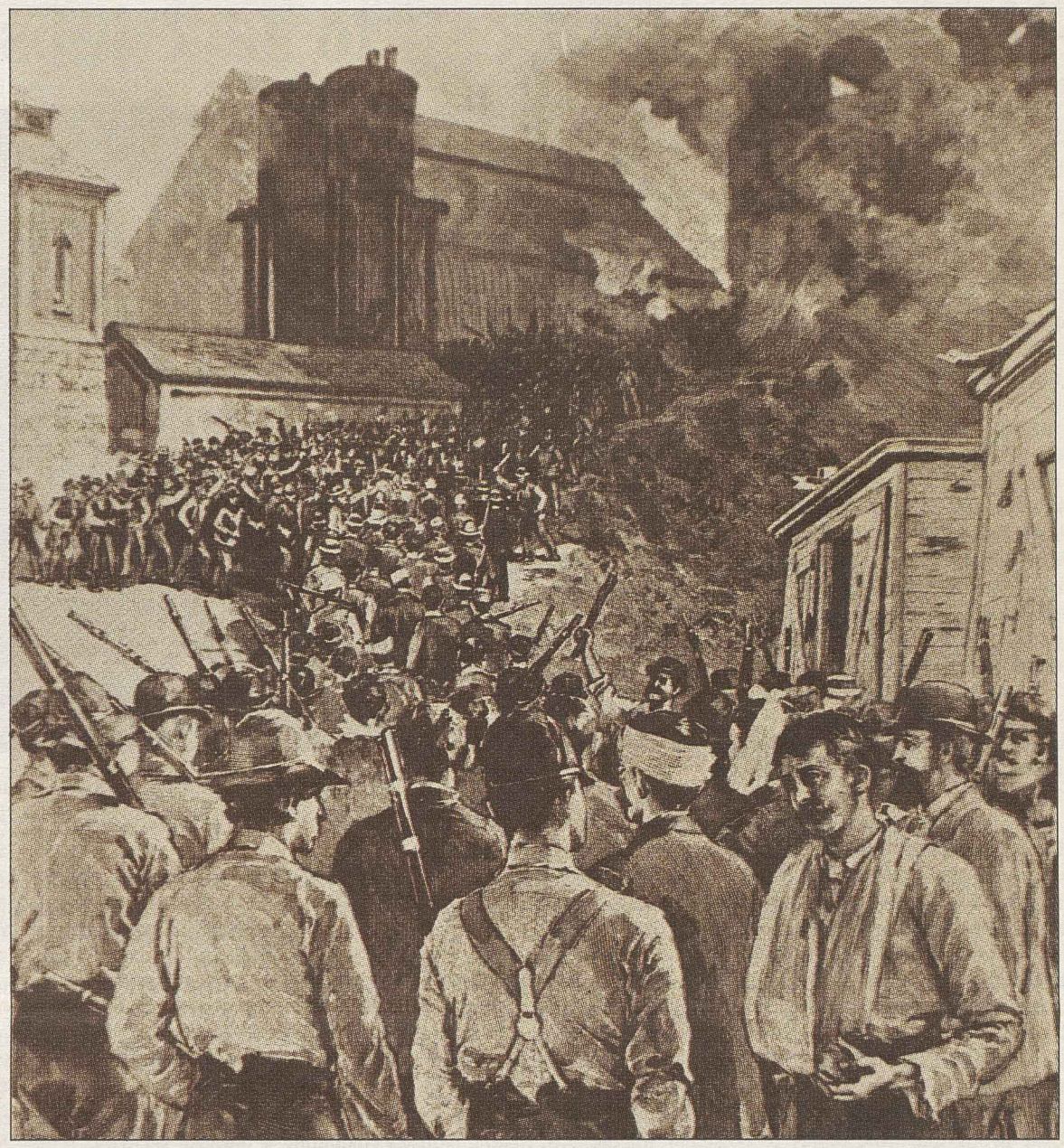
That battle was won. But the workers, already locked out of their jobs, saw the state militia take over their community and scabs claim their jobs. The war for union rights was lost, at least for a time.

The centennial of that historic effort — the Homestead Steel Strike — was to be marked July 5-8 at a three-day labor history symposium that will reflect on the lessons of the Homestead strike.

The conference, sponsored by the Steelworkers, Penn State University and the Philip Murray Institute of Labor Studies, affiliated with the Community College of Allegheny County, features presentations by 13 labor and social historians, as well as by USWA President Lynn Williams.

Activities also include dedication of state historical markers at the strike headquarters of the Amalgamated Association of Iron, Steel and Tin Workers and at the river landing where the Pinkertons came ashore; ceremonies at St. Mary's and Homestead cemeteries, where five of the seven steelworkers killed are buried in unmarked graves; and a premiere of the film "The River Ran Red."

The dramatic battle to save the Amalgamated Association — the craft union in U.S. steel mills — was joined against powerful Homestead owner Andrew Carnegie, manager Henry Clay Frick and a crew of Pinkertons.



**Union members** battled hired Pinkerton agents, as recreated on the cover of Harper's magazine.

### Modern parallels

Yet 100 years later, the issues that forced that dramatic collision in Homestead — cuts in wages, changing technology, union busting and strikebreaking — still are at the core of labor struggles.

Longtime Business Week reporter John Hoerr notes that a century ago, Carnegie wanted to cut wages and workers at the Homestead Works and wasn't about to negotiate with the union to do so. Carnegie locked out nearly 4,000 workers and hired replacements, who worked under the protection of federal troops. That tactic was copied throughout the industry.

"What happened in Homestead a century ago was either startlingly modern, or what is occurring today throughout corporate America is startlingly regressive," Hoerr writes. Indeed, the employers at Ravenswood Aluminum Corp., Caterpillar Inc., International Paper, the New York Daily News, Eastern Airlines and others seem to have taken a page from Carnegie's book, by hiring or threatening to hire "permanent replacements" in order to force concessions or to eliminate unions altogether.

The cut-throat competition of the late 19th century, when the large trusts were born, can be compared to today's "global economy," in which U.S. workers must compete with workers earning $1 an hour or less. This kind of economic turmoil "provides both justification and opportunity" for employers wanting to get rid of unions, Hoerr notes.

And today, as in 1892, the federal government is a willing partner in some employers' attempts to rid themselves of unions. "Companies are slashing labor costs and implementing low-wage strategies — and the absence of legal sanctions against strikebreaking encourages many firms to take the Frick-Carnegie route to a union-free environment," Hoerr writes.

### Fighting for their jobs

But the importance of a good job — a working person's need for economic security in a rapidly changing world — was as strong a century ago as it is now, he notes, adding, "this is what drove workers to attack the Pinkertons at Homestead" and to persevere in these times at Ravenswood and in other fights.

In the late 19th century, with steel mills lighting up the skies along its rivers, Pittsburgh was "like hell with the lid off," writer James Parton wrote.

Workers toiled 12-hour days, seven days a week, in hot, dangerous, dark places. Unskilled laborers earned about 14 cents an hour; semi-skilled workers about $100 a month and the top skilled men about $150 a month. But wages were tied to the price of steel slabs, which Carnegie was slashing, both to drive out competition and cut wage rates.

With the union contract set to expire July 1, 1892, Frick's demands were to lower minimum steel prices, which would further cut wages, and a shift in the contract's expiration date to Dec. 31.

"Frick knew the union would never agree. He knew the offer would draw the men out, wrangle them, start a fight. He was right," writer Tim Ziaukas noted.

In the last week of June, layoffs began. Some 300 Pinkerton guards were sworn in as sheriff's deputies and a 15-foot high barbed wire fence, three miles long, had been built around the mill.

Workers voted overwhelmingly to refuse to return to work on July 1. That action was supported by the skilled workers, who were members of the Amalgamated Association, and the laborers, who were not. The strike vote "was a blow to Carnegie officials, who had never even remotely considered fighting anyone but a few hundred Amalgamated people," wrote labor historian Leon Wolff.

Then came Frick's final word: "Hereafter the Homestead steel works will be operated as a non-union mill.... There will be, no doubt, a scale of wages; but we shall deal with the men individually, not with any organization."

By July 5, the band of 316 Pinkertons — a collection of drifters, hoodlums and students as well as about 30 Pinkerton regulars — were about five miles from the Homestead mill, Wolff writes.

They boarded two barges, with metal covers and reinforcements, taking with them crates of weapons. At midnight, they headed to the mill. The barges were spotted by union scouts in Pittsburgh who telegraphed the message to union leaders. With the cry "The Pinkertons are coming," some 10,000 workers and townspeople rushed to the mill, breaking down part of the fence at "Fort Frick."

### Deadly confrontation

The first confrontation in the morning hours of July 6 was a deadly one. As the Pinkertons readied to cross the gangplank, one worker laid down to block their path. Rocks were thrown, then shots fired. Two steelworkers were killed almost instantly and nine seriously wounded in that first exchange, along with two Pinkertons killed and more wounded.

Throughout the day, workers kept up the assault, firing Civil War cannons, floating skiffs near the barges to toss in dynamite and firing at the guards. At 5 p.m., the Pinkertons surrendered, ending the battle that left seven workers and three guards dead.

On July 7, 8,000 National Guardsmen were called in, and "went to extraordinary lengths to ensure that Carnegie Steel could move forward with its plans to reopen the steelwork," historian Paul Krause notes in a new work on the Homestead battle. By July 15, the company had smuggled in 50 new men, "enough to light several of the furnaces," he adds.

A week later, the lockout became a strike, with the company advertising for workers "who did not take part in the attempts which have been made to interfere with our rights to manage our business." Pay was cut further, and on Nov. 18, the strike was ended.

By breaking the union, "Carnegie was able to slash wages, impose 12-hour workdays, eliminate 500 jobs and suitably assuage his republican conscience with the endowment of a library," Krause concludes.

The union was smashed, with workers blacklisted and industrial spies used to block union organizing efforts. A major attempt was made in 1919 to organize steelworkers, but not until labor's successful organizing drives in the 1930s would the industry be unionized on a broad scale.

# UNION NEWS

## Seafarers sound call to save jobs, merchant fleet

**Piney Point, Md.**

The battle for worker equity goes beyond the Seafarers' continuing struggle to save and reinvigorate the U.S. merchant fleet, SIU President Michael Sacco declared in opening the union's 22nd convention.

Sacco said every effort must be made to protect and expand the welfare of all SIU members — in the fishing and canning industries, manufacturing and public and service sectors as well as America's seamen.

He traced the blockade against economic justice to greedy corporations that have been encouraged by government to abandon their own country.

"These wage-chiselers and tax evaders have been rewarded for searching the world for the cheapest labor, the best tax scheme and the most unregulated environment," Sacco stressed.

"We intend to fight the free-traders who reserve for themselves jobs in cushy offices while putting America's workers on the unemployment lines," he said.

SIU photo

**Seafarers President** Michael Sacco greets House Majority Leader Richard Gephardt (D-Mo.). SIU Secretary-Treasurer John Fay is at right.

The SIU delegates convened shortly before the Bush administration unveiled a plan to provide contingency payments for a limited number of vessels in the U.S. merchant fleet in exchange for negotiated work rule changes and other provisions aimed at hoisting U.S. competitiveness on the seas.

In addressing the convention, House Majority Leader Richard A. Gephardt (D-Mo.) and Rep. Steny Hoyer (D-Md.) both declared that implementation of a strong maritime policy to bolster the U.S.-flag fleet is long overdue.

While underlining the critical need to revitalize the U.S. merchant fleet, delegates called for reviving the American ship-building industry. One-third of U.S. ship-building capacity, along with 120,000 jobs in shipyards and supply companies, were lost in the last decade.

Unfair competition from Third World shipyards that exploit workers with slave wages and unsafe working conditions are a key part of the problem, the convention said. Government subsidies, tax breaks and trade barriers exacerbate the problem.

Among the 13 resolutions adopted at the three-day convention, the SIU called for:

- Steps to resolve the dilemma facing the U.S. fishing industry, including environmental and public safety issues, unfair competition from foreign-flag boats and an inequitable tariff situation.
- Continuing the fight against a work tax that the Coast Guard would levy against merchant mariners. The convention labeled the proposal a thinly veiled attempt to raise revenues against the federal deficit.

Not only is the proposed tax excessive, the resolution stressed, many of the services the Coast Guard claims to provide are already rendered by maritime schools. Since the licensing of mariners is done in the interests of public safety, the costs should be borne by the public treasury.

- Preservation of the Jones Act as essential for the nation's economic and defense security.

Other convention speakers included Presidents John Bowers of the Longshoremen; Timothy A. Brown of the Masters, Mates and Pilots; Raymond T. McKay of the American Marine Officers division of the Marine Engineers; Gordon M. Ward of the MEBA Pacific Coast District; and Roman Gralewicz of the Canadian SIU.

### *Bush maritime plan gains union backing*

Calling them "critical first steps," maritime unions have signed on to Bush administration proposals to overhaul federal policy aimed at revitalizing the U.S.-flag merchant fleet.

The new program was outlined to the Senate Merchant Marine subcommittee by Transportation Secretary Andrew Card. Card said the program "significantly contributes toward meeting our national security sealift requirements, keeps ships under the U.S. flag and makes them more competitive."

Presidents of six shipboard and two longshore unions affiliated with the AFL-CIO said in a statement: "On initial review, we believe we can fully support the thrust of the initiative. In particular, we are especially pleased that changes are proposed which will help American operators acquire new vessels."

In testimony before a Senate panel, Card called on maritime labor and management to reassess existing work rules "with a goal to improving shipboard productivity in line with technical advances in the fleet."

In response, President Michael Sacco of the Seafarers said "unions are willing to sit down at the table any time about manning."

In addition to Sacco, the union statement was signed by Presidents Dave Arian of the Longshoremen and Warehousemen; Gunnar Lundeberg of the Sailors' Union of the Pacific; John Bowers of the Longshoremen; Raymond McKay of the American Maritime Officers, Marine Engineers District 2; Timothy A. Brown of the Masters, Mates and Pilots; Henry Disley of the Marine Firemen's Union; and Gordon M. Ward of MEBA Pacific Coast District.

## OPEIU boosts education, strike benefits

**Bal Harbour, Fla.**

Delegates to the Office and Professional Employees convention increased education subsidies within the union to build on their successful training programs.

Local unions each will receive $300 in education subsidies under the plan approved by the delegates. The convention also voted to increase the number of recipients of its Howard Coughlin Scholarship Fund to 20 — 14 in the United States and six in Canada.

Delegates also increased strike benefits to $170 weekly after the first week of the strike.

OPEIU President John Kelly and Secretary-Treasurer Gilles Beauregard were re-elected by acclamation. Delegates also elected two new international vice presidents, Dave Miller of Region IV and Phillip Pope of Region III.

Kelly upbraided the Bush administration for turning its back on working people, and the convention endorsed Democratic candidate Bill Clinton as well as Lynn Yeakel, the Democratic candidate for senator from Pennsylvania who also addressed the convention.

"We need a partnership between government, labor and business to create job opportunities for all, more favorable working conditions, respond to the needs of working families," Yeakel said, emphasizing that she strongly supported both comprehensive national health care reform and a ban on "permanent replacements" for striking workers.

Kelly expressed amazement that Congress had dodged the opportunity to ban "permanent" replacements. "We cannot sit at the bargaining table as an equal with management without the right and power to strike," he said.

Those sentiments were echoed by AFL-CIO Secretary-Treasurer Thomas R. Donahue. "We must equalize the playing field at the bargaining table," he said, noting that labor also must work to elect sympathetic members of Congress.

"We need a president who is not determined to bust unions through enforcement of the Beck decision, which places onerous regulations on local unions at the behest of the infamous National Right to Work Committee," Donahue said.

Dr. Robert James of the Canadian Health Care Systems demonstrated with a wide array of statistics that the Canadian health care system is superior to the flawed U.S. system.

He noted that the Canadian system is cheaper, more efficient, achieves better results, provides free choice of physicians, has less outside interference in medical processes and has far better access.

Following the speech, the delegates unanimously passed a resolution supporting "legislation that would provide universal access to health care."

Canadian Director Michel Lajeunesse told the convention that Canadian locals and councils have continued to negotiate improved wages and working conditions in the 700 Canadian Collective agreements.

But it has been a struggle in the face of attempts at privatization, contracting out, shutdowns, layoffs and governmental wage freezes, he added.

Other speakers included: Clara Day of the Coalition of Labor Union Women; Richard Bensinger, director of the AFL-CIO Organizing Institute; Martin Hanretty of the Canadian Labour Congress; and Ken Georgetti, president of the British Columbia Federation of Labour.

## CWA, IBEW win tentative AT&T accord

The Electrical Workers and the Communications Workers announced a tentative agreement with American Telephone and Telegraph Co. on July 2.

The accord, subject to membership ratification, provides for an 11.8 percent wage increase over the three-year contract term, increased funds for job training, and other improvements.

It also provides for union participation in business planning and job issues, and improves transfer rights between AT&T facilities.

The proposed settlement, reached with the aid of federal mediators, came one month after the contract covering 127,000 workers had expired.

Talks with six of the regional Bell operating companies are continuing. The unions reached an accord with NYNEX a year prior to the contract's expiration.

# Community work needs Bush defeat

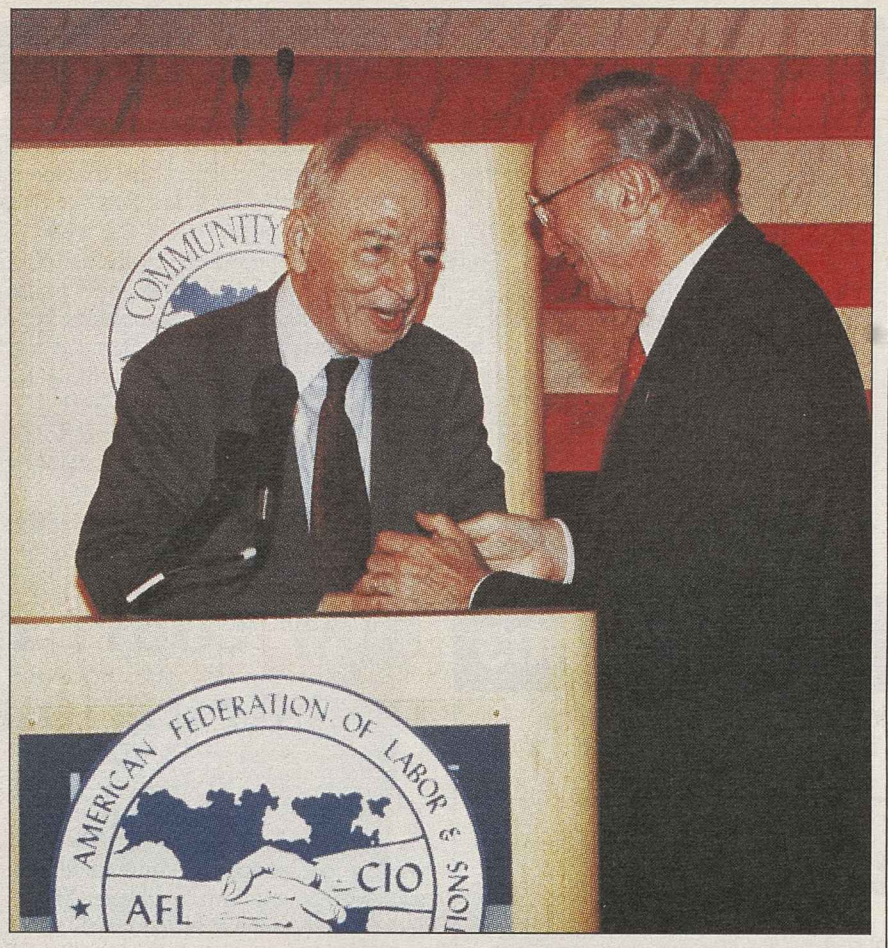
**Atlanta**

The best hope for putting America's government back to work for the people lies in removing George Bush as president in the November elections, AFL-CIO Community Services Director Joe Velasquez told the department's 30th national conference.

"The American public is angry," Velasquez said June 16 in his keynote address. "Government in America isn't working today — not for all the people."

He urged delegates to register and vote and noted that the labor movement was united in the endorsement of Gov. Bill Clinton of Arkansas for the Democratic nomination.

A highlight of the conference was the presentation of the Murray-Green-Meany Award for philanthropic service to humanity to Dr. Arthur S. Flemming, former secretary of health, education and welfare and former head of the U.S. Civil Rights Commission. The award was presented by AFL-CIO Secretary-Treasurer Thomas R. Donahue.




**AFL-CIO Secretary-Treasurer** Thomas R. Donahue congratulates former Health, Education and Welfare Secretary Arthur S. Flemming, winner of the 1992 Murray-Green-Meany Award.

Rep. John Conyers Jr. (D-Mich.), one of the key proponents of pro-worker legislation in Congress, emphasized the need for national health insurance in America and the failure of the Bush administration to meet health care needs — one issue that will help defeat President Bush this year.

"The president can be defeated," Conyers said. "Anybody can beat him."

Electronic Workers President William H. Bywater assailed Bush, saying his administration "has no conscience in regard to the workers of the country. It is totally anti-labor."

Bywater also took special note of the five Democratic senators who voted against cloture on the striker replacement bill — David Boren (Okla.), Terry Sanford (N.C.), Ernest Hollings (S.C.), David Pryor (Ark.) and Dale Bumpers (Ark). Sanford, Hollings and Bumpers are running for re-election this year.

Mine Workers Vice President Cecil Roberts brought the delegates to their feet by recalling the New Deal days of President Franklin D. Roosevelt and calling for greater militancy among unionists to elect politicians that support workers' causes.

"We can't stand four more years of George Bush," Roberts said. "It's time we started raising a little bit more hell than we have been."

Ron Martin, director of AFL-CIO Region V, reminded delegates that 90 million registered voters failed to cast a ballot in the Dukakis-Bush race four years ago, allowing Bush to win with only 26 percent of the total registered electorate.

Donahue praised Flemming as a "civil servant extraordinaire," and recalled that the 87-year-old ignored the sultry heat to be with his labor friends on Solidarity Day last year.

Flemming explained how many of the New Deal programs to help workers and the less fortunate have suffered during the last 12 years of the Reagan-Bush administrations, and that America has become a nation "where the rich are getting richer and the poor are getting poorer," and that action is needed to reverse that.

"As a lifelong Republican, I am convinced the only person who can produce this action is the person who will be the Democratic candidate," Flemming said. "Bill Clinton has a program that will produce action — the one person who can save the country in this day and age."

Dr. Flemming was fired by President Reagan from the Civil Rights Commission for protesting budget cuts in 1982. He had been on the commission since 1974.

Stewart Acuff, president of the Atlanta AFL-CIO, and Atlanta Mayor Maynard Jackson both spoke of how the 1996 Olympics in Atlanta will be a boon to union labor.

"I believe America ought to build union because it's good for the people," Jackson said. "I believe the Olympics ought to build union because it's good for the people."

Jackson, who also chairs the Rebuild America Coalition, delivered a strong plea for infrastructure investment, noting that the $2 trillion needed to restore the nation's infrastructure would create 10 million new jobs. "Everybody wins in our investment."

In his call for the widest possible participation in the 1992 elections, Velasquez said all trade unionists must become activists "in the struggle for change — to provide leadership to those angry, frustrated and concerned Americans who need change, want change, demand change, but aren't certain of direction or purpose."

"What is needed is nothing less than a social and political revolution to take our government back from the corporate con men and the fat cats who have betrayed every Jeffersonian principle upon which our democracy is based," he added.

Other speakers included: Communications Workers Secretary-Treasurer Barbara Easterling, Steelworkers Vice President George Becker and Los Angeles City Councilman Mike Hernandez.

Five cities were announced as winners of the 1992 Model City in Community Service award, recognizing outstanding programs developed cooperatively by local unions, the United Way of America and volunteer agencies. The 1992 winners are: San Jose, Calif.; Monroe, Mich.; Tulsa, Okla.; Bethlehem, Pa.; and Knoxville, Tenn.

# APRI delegates press equity, tax fairness

**By James B. Parks**

Trade unionists of all races must unite to elect a new administration that will begin to heal the wounds inflicted by 12 years of greed and insensitivity in the White House, delegates to the A. Philip Randolph Institute conference were told.

"We have to insist that this campaign be on the issues. If so, we win, but only if you work," said AFL-CIO Secretary-Treasurer Thomas R. Donahue. "That means ringing doorbells, running phone banks and informing members on the issues and the candidates. Then we win and can begin again . . . to end once and for all second-class education, second-class jobs, second-class housing and second-class health care."

The issues are clear, Donahue added. "If you work for a living, if you're trying to make ends meet, if you want to buy a home, you've never had it so bad in your life as in the Bush administration," he said.

The Bush years have been a "demolition derby of greed," Machinists President George J. Kourpias said. "The economic wrecking ball has knocked out nearly 2 million high-wage, high-tech, highly unionized manufacturing jobs . . . Thirty-four million live in poverty. The middle class is vanishing. Jobs are going overseas and crime is coming into our homes."

On the other hand, Kourpias said, probable Democratic presidential nominee Bill Clinton has presented an economic program that will "rebuild America, put Americans back to work, reward work with a high-tech, high-wage, highly unionized workforce."

"The people of this nation are tired of suffocating in a cage of neglect," he said, and electing Clinton is the only way to turn things around.

The impact of Republican economic policies was highlighted in a study commissioned by the APRI and released during the conference.

The study showed that low- and middle-income Americans pay a far higher share of their incomes in federal payroll and excise taxes than do the richest families.

"The results of this study are appalling," said APRI President Norman Hill. "I call on each presidential candidate to respond to the inequity of our tax system and to put ahead a program of fair taxation."

The study showed, for example, that a family with both parents working, two children and a combined income of $25,000 will pay an almost six times larger share of income in federal consumer excise taxes than a family making $250,000.

The study, "Fair Taxes: Still A Dream For African-Americans," also shows that federal payroll taxes take an almost four times greater share of income from a female-headed family making $14,000 than from a family making $250,000.

U.S. Senate Majority Leader George Mitchell (D-Maine) also addressed the conference.

The conference featured a panel on international workers' rights that was dedicated to the late Tom Kahn, AFL-CIO International Affairs director. The panel included Robert Morris of the Barbados Workers Union; Phil Fishman, deputy director of the AFL-CIO International Affairs Department; and Connie September of the South African Clothing and Textile Workers.

# Controllers increase funds for safety fight

**San Antonio, Texas**

Delegates to the National Air Traffic Controllers Association convention mapped plans for better pay and working conditions for controllers and voted resources to accomplish the union's goals.

The more than 400 NATCA delegates voted to increase dues to 1.5 percent of members' base pay, up from 1 percent. NATCA President Barry Krasner stressed that the increase would boost the union's short- and long-term goals, including improvements in pay and training for controllers, establishment of a membership benefits division and monitoring of the health and safety hazards — like asbestos exposure — that controllers face.

These funds will help supply "the ammunition we need to fend off growing threats to the safety of the air traffic control system," he added.

John Leyden, secretary-treasurer of the AFL-CIO Public Employees Department, told delegates that reform of the Hatch Act — which limits political participation by federal and postal employees — was among labor's chief goals. He also spotlighted labor's backing for Gov. Bill Clinton for the Democratic nomination for president.

The union's Joseph M. Nall Award — honoring public service in aviation and air traffic control — was given to Dr. John K. Lauber of the National Transportation Safety Board in recognition of his contributions to the integrity and safety of the air traffic control system.

Previous winners were NATCA's Dallas/Fort Worth local, for exposing safety hazards in the computer software commonly used by the Federal Aviation Administration's terminal radar approach controls, and Sen. Paul Simon (D-Ill.) for his work in improving the nation's air traffic control system.

# Labor official quits in wake of 'Beck' order

**Continued from Page 1**
Labor Department's estimate of cost omitted the required switch in accounting methods.

Guttman said it was legally doubtful if 30 years of refusal to accept accrual accounting could be so summarily dismissed and "it would cost the 3,500 small unions with $25,000 to $50,000 in income at least $2,500 in cash outlays to do the conversion."

The White House pretense for the new rules is compliance with the Supreme Court's Beck decision on the rights of non-member agency fee payers. The court said agency fee payers need pay only for union expenses encountered in the bargaining, enforcement of contracts and related costs.

Guttman advised Vice President Dan Quayle, then a senator, to file a supporting brief when the case was pending in the Supreme Court. Apparently Guttman can't figure out what the new reporting rules have to do with Beck.

That point was made by House Education and Labor Committee Chairman William D. Ford (D-Mich.) when he filed objections:

"The White House. . .identified the proposed rule as an important administration action to further 'the principles advanced by the Beck decision.' Nothing could be farther from the truth."

Ford was making the point that the new LM-2 and LM-3 rules apply to all locals, but the Beck decision does not. To establish the extent of the need for Beck-type calculations, you have to subtract:

- All the locals in so-called "right-to-work" states, where state law forbids any form of union security;
- All the locals that don't have any Beck objectors;
- All the locals in all the other states that have no union security clauses in their contracts.

If you were serious about Beck rights, Ford says, you wouldn't be dealing with the Department of Labor, but with the National Labor Relations Board. That body was created by Congress to enforce the National Labor Relations Act.

The new reporting requirements have nothing to do with Beck, Ford said, but are "a poorly disguised attack on the American labor movement, designed to bury unions under mountains of record-keeping and reporting requirements."

## UNION YES Work Clothes

**(These union-made work clothes are in addition to those listed in the March 30 issue of the AFL-CIO News. The list may not be complete.)**

| UNION | COMPANY | ITEM |
|---|---|---|
| United Garment Workers | Carhartt, Inc. | Jeans |
| | Unitog, Aalfs Mfg. Co. *(Original Arizona Jean Co., J.C. Penney, Levi Strauss, The Gap, County Seat, Edwin);* Levi Strauss & Co., *Chicago, Dallas, New York (Levis w/532 or 548 on back of button);* J.A. Lamy Mfg. Co. *(Levis w/650 on back of button);* Lee Apparel Co. *(Union label on most domestic garments)* | |
| | Powers Mfg. | Referee uniforms |
| | T & T Tailoring *(Custom Made)* | Pilot, state and local government, police and fire uniforms |
| | Tru-Fit Trousers, Inc. *(Custom Shop)* | Postal, police, public transit uniforms |
| | Fechheimer Bros. Co. *(Command, Paramount, Fechheimer, Pyroknit, Windchamp, Lawman, Duty Champ, Command Jackets, Ultra-Protector, Super Chief, High Command, Elite Command)* | Band, public safety, postal, flame-retardant uniforms |
| | Thorngate Uniforms, Inc. | Military academies, airline, military and industrial uniforms |
| | Dennis Uniform Mfg. | School and commercial uniforms |
| | Lou Temco Uniforms, Inc. Ben Davis Mfg. Co. Carhartt, Inc. | Uniforms and outerwear |
| | Clifton Shirt Co., Inc. | Uniform shirts |
| | Oshkosh B'Gosh Carhartt, Inc. Universal Overall Co. *(Stone Cutter, Sure Fit)* | Adult bib overalls |
| | Angelica Uniform Group | Industrial, hospital, career uniforms |
| | Universal Overall Co. *(Stone Cutter, Sure Fit)* | Industrial work clothing, flame-retardant garments, aprons, frocks |
| | Sweet-Orr, Inc. | Boy Scout uniforms |
| United Textile Workers | Unifirst Canada | Industrial uniforms |

# New court ruling boosts construction agreements

By James B. Parks

Construction project labor agreements received a major boost recently when a federal appeals court ruled that such agreements are legal even if the federal government is involved.

Saying "there is no inalienable right to work as a non-union contractor on publicly funded projects," the 6th U.S. Circuit Court of Appeals rejected the claims of non-union contractors that an agreement between MK-Ferguson of Oak Ridge Corp. and the Knoxville Building and Construction Trades Council interfered with the collective bargaining process.

The U.S. Energy Department selected MK-Ferguson as overall contractor for its nuclear facility in Oak Ridge, Tenn. The court's ruling, in Phoenix Engineering vs. MK-Ferguson, also rejected the argument that the agreement was pre-empted by federal labor law.

"This is a most important, highly significant decision," said Robert A. Georgine, president of the AFL-CIO's Building and Construction Trades Department.

"It is the first decision at the appeals court level involving a challenge to a project labor agreement based on the action of the government," he said.

The court said the project accord is a prehire agreement allowed under the National Labor Relations Act for private construction contractors and government involvement in the negotiations does not make it unlawful.

The Energy Department was acting solely as a purchaser in the marketplace for its own legitimate economic reasons and was not attempting to regulate the labor relations of other parties, the court said.

This ruling is the first time an appeals court has expressly disagreed with the decision in the Boston Harbor case, now before the U.S. Supreme Court, Georgine said.

The U.S. Court of Appeals for the 1st Circuit ruled last year, in Associated Builders and Contractors of Massachusetts/Rhode Island vs. Massachusetts Water Resources Authority (MWRA), that the agreement covering work for the cleanup of the harbor was pre-empted by the NLRA.

By requiring Boston Harbor contractors to adhere to the project labor agreement, the appeals court said, the MWRA violated the employers' rights to negotiate with workers.

Under the agreement, successful bidders for work on the project must adhere to certain terms, including the requirement that all workers become union members within seven days. The agreement also contains a no-strike clause, dispute resolution procedures and standardized work rules.

The Bush Justice Department joined the unions and the state in urging the court to review the Boston Harbor finding.

# UFCW members ratify Kroger pact

Members of United Food and Commercial Workers Local 876 and Local 539 ratified a five-year contract with Kroger Grocery Stores in Detroit, ending a nine-week strike.

Some 7,800 workers employed at 64 Detroit-area stores struck in mid-April over health benefits and job security.

The contract calls for a $2 an hour wage increase over the life of the contract. Kroger also promised to guarantee 2,000 full-time jobs in the bargaining unit, one of the issues that drove the workers to strike. The agreement calls for part-time employees to be able to bid on full-time positions as they become vacant.

The parties also agreed to let an arbitrator determine whether outside vendors would be used in the stores. "There were no screams of excitement over the contract," said Jill Christoff of Local 876. "A lot of people said they just wanted to get back to work."

# Negotiations resume in 10-month-old Frontier strike

Las Vegas

Striking workers at the Frontier Hotel, "permanently replaced" by a management that has refused to talk for 10 months, have agreed to resume contract negotiations.

The strike by some 500 members of the Hotel Employees and Restaurant Employees' Locals 226 and 165, Operating Engineers Local 501 and Teamsters Local 995 began last September after employees had worked without a contract for almost two years. The key issues are pension and health care benefits, seniority and the future of the "permanent replacements."

The unions submitted a proposal June 4 in response to what they described as a "backward" offer by Frontier negotiators. The Frontier is one of only two casinos in Las Vegas — the other is the Barbary Coast — that do not have contracts with the unions.

The unions have a strong partnership with Las Vegas hotel employers, covering more than 98 percent of the locals' 30,000 members. By isolating the Frontier and Barbary Coast, workers hope to encourage some of the 20.2 million annual visitors to the city to use union hotels.

The Frontier workers want the company to match standards for wages, pension and health benefits agreed to by the more than 30 resorts that have signed contracts.

The HERE locals settled a similar dispute with the Horseshoe Casino in November 1990, ending a 265-day strike with a contract that returned all strikers to their former jobs and shifts.

The Frontier strike has garnered strong support from the entire labor movement. Most recently some 5,000 delegates to the AFSCME convention in Las Vegas staged a protest march on behalf of the workers.

Earlier this year, Local 226 President Jim Arnold led 10 Frontier workers in a march across the desert, from Las Vegas to Los Angeles, to dramatize their plight.

Nevada Gov. Bob Miller hailed the resumption of talks and offered to send the state labor commissioner as either an observer or mediator in the talks.

# ILO standard guards workers' claims in bankruptcies

By Michael Byrne
*Geneva*

A new convention to protect workers' claims when their employer goes bankrupt highlighted the 1992 International Labor Organization conference, which also began the two-year process to produce a standard on chemical process safety management.

Delegates to the tripartite conference also approved a resolution on migrant workers, which seeks to protect the rights of those working in countries other than their own and to foster cooperation to eradicate migratory pressures.

"We got about everything we wanted, or could have expected," U.S. Worker Delegate Charles Gray said of the achievements of the workers' delegations in the various committees, where the bulk of the ILO work is done. Gray is director of the AFL-CIO International Affairs Department.

Particularly effective was the workers' delegation to the committee on workers' claims, co-chaired by Steelworkers Vice President Leon Lynch, which handled the bankruptcy issue. The workers' delegation continually prevailed as the committee hammered out a standard that gives worker claims a privileged status above the state and the social security system in the event of company insolvency.

That privilege assures timely payment to workers of wages, holiday, severance and back pay for a period of not less than three months before insolvency or job termination. Only secured claims would have higher privilege.

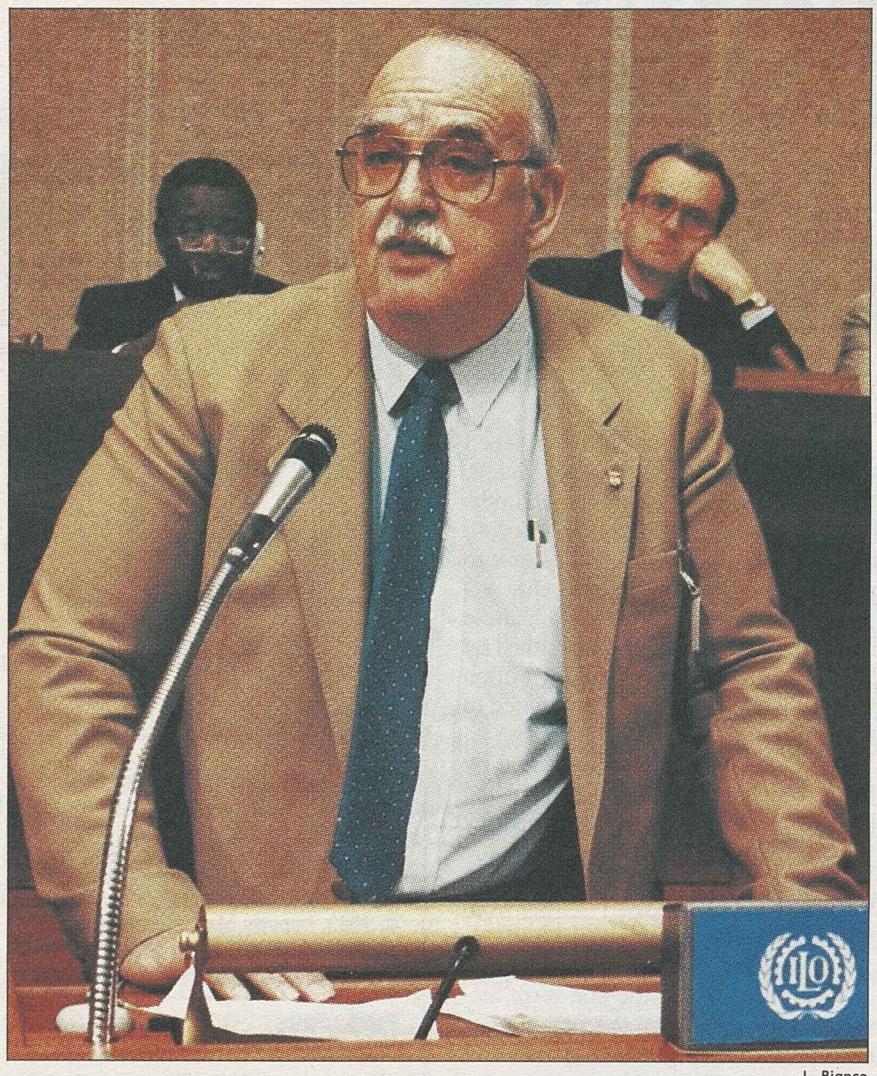
The new standard also sets guidelines for protection of pensions through a guarantee institution, which must be funded by employers unless otherwise financed through the government.

The guarantees embodied in the workers' claims convention closely parallel existing law in the United States, as established in court cases and through the Pension Benefits Guarantee Corp.

However, the developing convention on process safety management, which will be up for adoption next year, goes well beyond the protections being considered now by the Occupational Safety and Health Administration.

Drawing on the expertise of James Valenti, a chemical safety and health expert with the Steelworkers who helped to draft the original report, the workers' delegation to the Committee on Industrial Disasters was able to gain not only the right for workers to be consulted on process safety, but also the right to interrupt work they consider hazardous.

The U.S. labor movement has been seeking this "right to refuse" hazardous work, which is contained in the OSHA reform legislation now pending before Congress. OSHA's proposed process safety standard has been challenged in court by both the USWA and the Oil, Chemical and Atomic Workers.



L. Bianco

**U.S. Worker Delegate** Charles Gray warns against unfettered marketeers during address to the International Labor Organization plenary.

ILO conventions do not carry the force of law unless they are ratified by individual countries, although the recommendations that accompany the conventions often are used as guidelines in the development of labor law. The United States has adopted only 11 of the 172 ILO conventions, most recently in 1991 with Convention 105 on forced labor.

The issue of migrant workers was highly contentious, and U.S. Deputy Workers Delegate Jerry Zellhoefer, the AFL-CIO European Representative, credited the workers' ability to compromise and to lobby behind the scenes for the successful crafting of the resolution.

The biggest stumbling blocks were the governments of Germany and the Arab Gulf states, which have large migrant worker populations. In the end, however, all parties agreed to the formula that would protect the rights of these workers. Resolutions do not carry the same weight as conventions or recommendations.

After years of trying, the employers were able to gain a resolution on the role of enterprises in employment growth, but only after the workers succeeded in merging it with a resolution that also promoted the creation of full, productive and freely chosen employment.

In a case with broad implications for uniform labor standards, the Committee on the Application of Standards again soundly criticized the British government for denying trade union rights to a group of workers at General Communications Headquarters, a government listening post, and elicited a promise from the British delegate to open talks with the British Trades Union Congress that could lead to resolution of the dispute.

The committee, co-chaired by Ed Hickey of the U.S. delegation, took its strongest action against the Sudan, outlining in a special paragraph a situation in which children are being used as slave labor. Other governments criticized by the committee for violating worker rights included Cuba (see story, this page), Malaysia and Thailand.

The ILO conference strongly urged "all efforts required to bring about the total eradication of apartheid in South Africa," including the maintenance of sanctions to speed up the process of change. Only the delegates from the U.S. government and U.S. employers disagreed with the continuation of sanctions, but their isolation convinced them not to call for a vote in the plenary session.

In a speech to the plenary, Gray noted that the world has been transformed by the rise of free trade unions from Poland to China and South Africa, and warned against the push of undemocratic forces, in the wake of the fall of communism, for unfettered free markets around the world.

"The globalization of the marketplace — and wholesale cheap-labor shopping by multinational companies intent on exploiting export-hungry developing countries — has placed hundreds of millions of workers at the mercy of unscrupulous employers and uncaring governments," he said.

In another action, the ILO approved a report concluding that education and training are preconditions for achieving economic growth and structural adjustment under democratic principles. Representing U.S. workers on the committee were John J. Sweeney, president of the Service Employees, and Jesse Friedman, deputy director of the American Institute for Free Labor Development.

## *Cuba rebuked on violations*

The International Labor Organization urged Cuba to allow free trade unions, as required under an ILO convention Havana pledged to respect.

The Committee on the Application of Standards said that independent trade unions "do not seem to exist" under Cuban leader Fidel Castro and that the country still has forced labor.

Both worker and employer groups in the committee were strongly critical of Cuba's violations of the ILO conventions on freedom of association, forced labor and free unions.

The AFL-CIO's Labor Committee for a Free Cuba supplied substantial information to the ILO on Cuba's violations. In a letter to the ILO, committee chairman John DeConcini of the Bakery, Confectionery and Tobacco Workers said Cuba is "one of the worst workers rights violators in the world. Cuban workers lack the fundamental rights of association, conscience, expression, assembly and the ability to elect their own leaders."

The Cuban government, in effect, admitted it had violated the convention against political discrimination in employment practices by informing the committee it was revising its information requirements for workers.

# AFL-CIO: Deny aid, access to tyrannical Malawi regime

By James B. Parks

The AFL-CIO urged Congress to deny aid to Malawi until that country's brutal tradition of despotism, persecution and repression is replaced with a democracy that guarantees human rights for all its citizens.

The U.S. government's "old policy of benign acquiescence is anathema in today's world of rapid change," said Patrick O'Farrell, executive director of the AFL-CIO's African American Labor Center. "The recent events in Malawi are not a new twist in the governance of that country. They should be viewed as the most recent examples of the excesses of an undemocratic regime."

The U.S. ought to pursue a policy on Malawi that "exposes the tyranny of the government and penalizes it by depriving the country of foreign assistance and access to our markets for their goods, particularly, tobacco, tea and sugar," Michael Lescault, AALC regional director, told the House Foreign Affairs subcommittee on Africa.

The detention, without charge, since April 6 of trade union leader Chakufwa Chihana is another example of the excesses of Malawi's undemocratic one-man rule, Lescault said.

The Malawi government once again has delayed the formal filing of charges against Chihana, who was arrested as he returned home from a meeting of the democratic opposition. Chihana is general secretary of the Southern African Trade Union Coordination Council.

"There is no doubt that the government won't act on Chihana until after the June 25-26 elections," Lescault said.

The trade union movement in Malawi is a tool of the ruling party, Lescault said, but that facade was broken when strikes and riots broke out in May. "We reject the official position that these strikes were driven by wage demands, alone. We are convinced that political and human rights deprivation had more to do with these strikes than pay," he said.

Randall Robinson, executive director of Transafrica, cited Malawi's stalwart support of the U.S. during the Cold War, but said its leaders "must now recognize that times have changed along with American expectations."

# ECONOMY

# Trade deficit surges by 25% in one month

By John R. Oravec

With imports surging to the second-worst monthly high on record and exports slipping the second month in a row, the U.S. foreign trade deficit jumped 25 percent in April to $7 billion. The March shortfall had been $5.6 billion.

Over the month, the Commerce Department reported, imports grew by $700 million to $43.4 billion while exports slowed by the same amount to $36.4 billion.

In the first four months of 1992, the nation's trade gap totaled $21.6 billion — $800 million ahead of the 1991 pace. Trade analysts have expressed concern that this year's trade deficit could exceed the 1991 shortfall of $65.4 billion and possibly approach the $100 billion mark again in 1993.

The abrupt deterioration in the U.S. trade performance is likely to impede industrial production, as well as wipe out more factory jobs in coming months, AFL-CIO trade specialist Mark A. Anderson warned. He noted that manufactured goods accounted for more than 80 percent of the April trade deficit.

Imports of manufactured goods totaled $135.3 billion in the first four months of the year, while exports amounted to $114.9 billion for a shortfall of $20.4 billion. Citing the worsening trend, Anderson pointed out that during the comparable year-ago period the deficit in manufactured goods was $17.7 billion.

Aircraft exports, generally the front-runner in U.S. trade performance for manufactured goods, slipped by more than $700 million to $2.2 billion in April. Exports of electrical machinery dropped by $122 million to $2.6 billion. Meanwhile, imports of petroleum products rose by $400 million to $3.8 billion. The United States ran a surplus of $1.5 billion in agricultural products, with exports of $3.6 billion and imports of $2.1 billion.

The trade deficit with Japan widened to $4.2 billion from $4 billion in March. The shortfall for the first four months of 1992 totaled $15 billion, an increase of $1.4 billion from the year-ago period. And despite repeated U.S. efforts to gain wider access to Japanese markets, American exports declined by $800 million in April to $3.6 billion while imports from Japan amounted to $7.8 billion.

The deficit with China increased by $300 million to $1.1 billion in April and the deficit with Canada widened by $174 million to $638 million.

Meanwhile, the trade surplus with Western Europe narrowed sharply from $2.3 billion in March to $611 million.

In other economic reports:

- Productivity in the non-farm sector rose 2.7 percent in the first quarter of 1992 as output grew 1.2 percent — thanks to workers, whose hours were slashed 1.5 percent by the Bush recession and whose real pay was eroded 0.6 percent by inflation.

The Bureau of Labor Statistics said the productivity gain, which is the highest since the second quarter of 1990, brought a 0.4 percent decline in unit labor costs. That is the first decline since the second quarter of 1987.

With demand for factory goods weak, output in manufacturing slipped 2.3 percent to depress productivity 1 percent, BLS data showed. But while manufacturing hours were cut 1.6 percent and real hourly compensation dropped 4.6 percent, unit labor costs were trimmed by a full percentage point.

- New orders for durable goods fell 2.4 percent in May, another sign that the two-year-old recession drags on.

The Commerce Department said a major factor in the decline of big-ticket factory orders was the 28 percent plunge in requisitions for military hardware, more than wiping out April's 21 percent gain. But military hardware only accounts for about 5 percent of the durable goods orders, and nine of 10 major industry groups posted declines.

- Hit by another series of layoffs, 422,000 workers filed initial claims for unemployment insurance in the week ended June 13 — 16,000 more than a week earlier and the highest level in six weeks.

Overall, 16 states and territories posted increases in new claims during the week. The sharpest increases were in California, Michigan, Pennsylvania, Texas and Florida, BLS reported.

But only 3.1 million workers were collecting jobless benefits in the week ended June 6 as some 6.4 million other unemployed workers did not qualify for payments under the flawed federal-state UI system.

- Economic growth remained sluggish with the Commerce Department's revised estimate that the gross domestic product for the first quarter edged up 2.7 percent. Its earlier estimates came in at 2.4 percent.

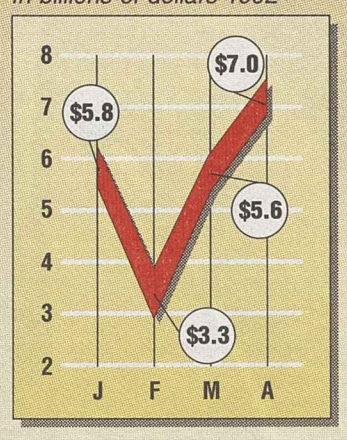
While the 2.7 percent gain is the best of the Bush presidency, analysts said it lacks the needed steam to generate a solid economic recovery.

Some analysts have voiced concern that GDP growth has tailed off in the second quarter, meaning that the economy is unlikely to pick up its pace in the third quarter.

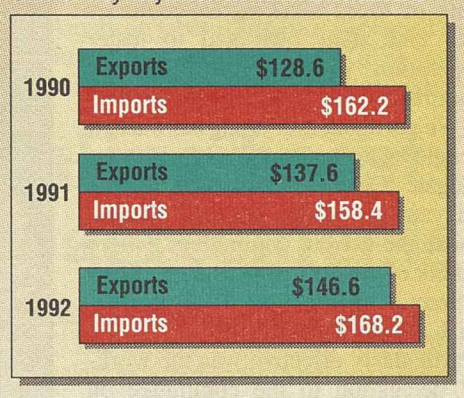
Still, the rise in corporate profits was sharper in the first quarter than previously estimated, the Commerce Department said. After-tax profits increased 11.3 percent to an annual rate of $211 billion. Earlier, government economists estimated the increase at 8 percent.

## Significant statistics

### Trade deficit
*In billions of dollars 1992*




### Exports and Imports through April
*Seasonally adjusted in billions of dollars*




The U.S. foreign trade performance has taken a turn for the worse with a surge in job-gutting imports pushing the deficit to $7 billion in April. At the current pace, analysts warn, the trade gap could top last year's $65.4 billion deficit and soar to $100 billion in 1993. Imports of manufactured goods accounted for more than 80 percent of the April shortfall.

**Productivity**
First quarter 1992 +2.7 percent

**Durable Goods Orders**
May -2.4 percent

**Initial UI Claims**
Week of June 13 422,000
Change during week +16,000

**Gross Domestic Product**
First quarter (revised) +2.7 percent

AFL-CIO NEWSGRAFIC

# Bush's secret Mexican licensing deal infuriates Californians

Californians showed their outrage over a covert deal the Bush administration has cut with the Mexican government to undermine the state's commercial trucker licensing regulations — pointing up the glaring loopholes in the proposed North American Free Trade Agreement.

Rallying on the steps of the Los Angeles City Hall, a coalition of labor and environmental groups charged that the memorandum of understanding signed by Mexican authorities and then-Transportation Secretary Samuel Skinner strips the state of its right to regulate proper handling of toxic waste.

The coalition's stand was reinforced by actions of the Los Angeles city council and the state Assembly in calling on the White House to rescind the order requiring states to honor Mexican commercial drivers' licenses.

The city council resolution also exhorts the administration to refrain from trade agreements that undercut U.S. jobs, living standards and environmental safeguards.

Meanwhile, the Teamsters filed a court suit to have the California Highway Patrol enforce local laws requiring Mexican commercial drivers to obtain non-resident licenses when they operate in the state.

Foreseeing Mexican truckers taking over U.S. jobs, California trucking companies have joined the Teamsters in the suit.

About 85 percent of all commerce between U.S. and Mexican businesses is carried by trucks.

In addressing the rally, Teamsters President Ron Carey accused the Bush administration of trying to put the flawed NAFTA proposal into effect even before it is negotiated and reviewed by Congress.

"'Free Trade' is a phony label," Carey said in charging that it means "leaving big corporations 'free' to exploit workers on both sides of the border."

Carey suggested that "corporations and government officials should be working to bring up wages and health and safety standards in Mexico instead of bringing ours down."

He noted that some 140,000 IBT members who live near the U.S.-Mexican border will have to compete with Mexican drivers who are paid just a few dollars a day.

"This is just the beginning," warned David Sickler, the AFL-CIO regional director based in Los Angeles. "We are losing 3,000 jobs a day — 700,000 this year alone — and Bush's free trade agreement will precipitate a hemorrhage in U.S. job losses."

Manuel Garcia, representing a Mexican alliance of labor, environmental and religious groups, told the rally that increased investment in Mexico by transnational corporations over the past 12 years has been accompanied by a drop in the country's minimum wage from $7 to $4 a day.

In underlining the exploitation of Mexican workers, Sickler displayed a General Motors Corp. worker's pay stub showing wages of $30.49 for a 44-hour workweek.

"These are starvation, slave wages," Sickler declared.

City Council President Richard Ferraro and council members Richard Alatorre and Mike Hernandez were the chief sponsors of the resolution.

In addition to calling for the revocation of the federal order pre-empting California's commercial truck licensing regulations, the resolution addresses wider issues of the NAFTA proposal.

"International agreements with Mexico should include specific measures for raising Mexican living standards, working conditions, and environmental and consumer safety practices toward U.S. levels and should insure that U.S. standards will not be brought down," the resolution states. "No international agreements should be negotiated without the active participation of the citizens' groups that will be affected."

The state Assembly passed its fair trade resolution on a 66-3 vote. The measure is now moving through the state Senate.

— John R. Oravec

# Maquila plants harm both Mexican, U.S. workers

By James B. Parks
*Tijuana, Mexico*

El Florido, home to thousands of workers in Mexico's maquiladora plants, consists of flimsy plywood hovels without plumbing or electricity, built on dirt roads near open sewers. Children and stray dogs drink from barrels that once held toxic chemicals.

Delegates from the UAW convention toured El Florido for a first-hand look at how the maquila plants exploit workers on both sides of the border. UAW members have suffered wholesale job loss and one of their employers, General Motors, is among the largest private employers in Mexico.

The workers make $1.25 an hour in some of the most advanced factories in the world — producing TVs, auto parts and refrigerators comparable to those made in the U.S. There are 500 maquiladoras in Tijuana owned by companies such as Sanyo, Hyundai, Pepsico, Caterpillar and Johnson & Johnson.

During his keynote address to the convention, UAW President Owen Bieber said "We meet just a few miles from the Mexican border along which hundreds of maquiladora plants produce auto parts and other products for export back to the U.S.

"I don't need to tell you how badly the Mexican workers in these plants are exploited. Most of these maquiladora workers are without union representation." He said UAW would make its health and safety expertise available to Mexican workers "because in today's global economy, solidarity is increasingly a two-way street."

Most of the workers in the plants are women, age 18-24, according to Harley Shaiken, a University of California professor who conducted a tour for journalists covering the UAW convention. They work nine hours a day. Because of low wages and intense pace, the average tenure is 20 months.

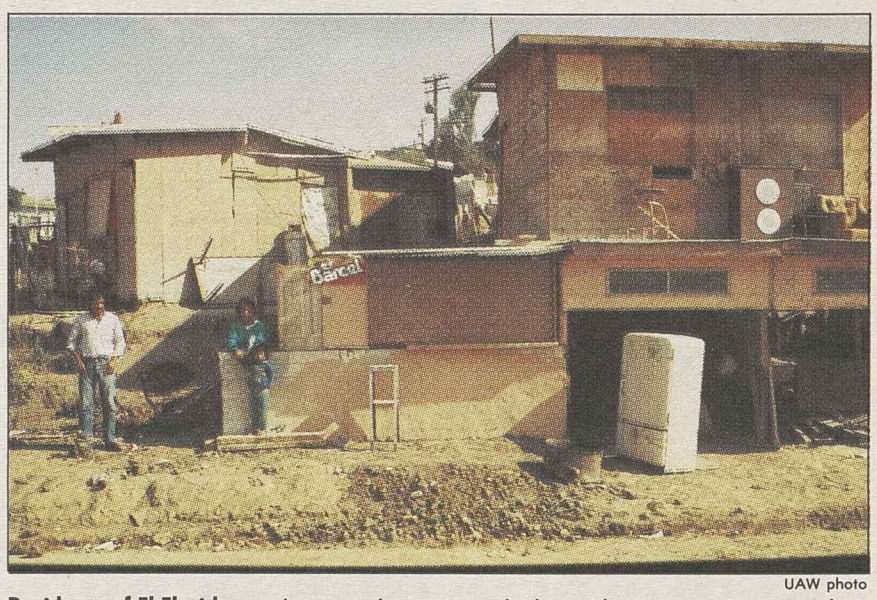
Many plants are inadequately ventilated and lighted. Accidents resulting from inattention to safety procedures are common. Because there is no workers' compensation, such accidents usually lead to unemployment, Shaiken said.

Often more than one person in a family works in the maquilas. Five of Norma Alicia Soto's six children work in the maquilas. "They work hard and do not receive enough money to survive," she says.

Soto, her husband, and all six children, ages 16-22, live in a one-room shack with about 100 square feet of space. Soto says she cooks with candles because they cannot afford electricity. "There have been a few small fires," she said.

Environmental problems abound at El Florido. The stream behind the town is full of toxic chemicals dumped by the maquiladoras, said Carmen Valdez, a community organizer. It changes colors almost daily as new waste is discharged, she said.

About 12 million gallons of raw sewage flows daily into the Tijuana River. Health officials there link incidences of hepatitis, vibrio cholera, dysentery, encephalitis and malaria to the sewage in the river.



UAW photo

**Residents of El Florido** work in modern maquiladora plants near Tijuana, but live in a shanty town without plumbing or electricity.

## Newsmakers

**Richard Perry,** secretary-treasurer of the AFL-CIO's Union Label and Service Trades Department, has been elected to serve on the board of trustees of the American Labor Museum. Communications Workers President **Morton Bahr** serves as chairman of the board.

**Ken Germanson** has retired from the staff of the Allied Industrial Workers after 24 years of service as associate editor, communications director, COPE director and assistant to the president. He also had been a three-term vice president of the International Labor Communications Association. Before joining the Milwaukee-based AIW staff in 1968, Germanson was a field representative with AFSCME, managing editor of Country Beautiful magazine and a reporter with the Milwaukee Sentinel. He is a member of the Newspaper Guild.

**John C. Hall Jr.** has been named trustee of the Music Performance Trust Funds, succeeding the retiring **Martin A. Paulson**. The fund dispenses monies collected from the recording companies of the United States and Canada to sponsor free, live instrumental musical performances, operating under agreement between the recording industry and the Musicians. Hall currently is the executive secretary of the Actors and Artistes.

The Community Services Agency of the AFL-CIO's Metropolitan Washington Council, under the direction of **Kathleen McKirchy,** has been awarded a $28,000 grant to conduct HIV prevention training and education for correctional officers and medical/dental officers in the D.C. Department of Corrections. HIV is the virus that causes AIDS.

### AWARDS

The AFL-CIO News received three first-place awards, including one for general excellence, in the 1992 Society of National Association Publications awards competition. Other first-place winners included design excellence, for the Sept. 9 (Solidarity Day) issue, and feature article, for the profiles of "permanently replaced" workers in the June 24 issue, a compilation by the AFL-CIO News staff. In addition, a Feb. 18 feature article by staff writer **Muriel H. Cooper** on the Ravenswood Aluminum Corp. lockout won a second-place award, and honorable mentions went to staff writer **Colleen M. O'Neill** for a Sept. 16 news article on the Hamlet, N.C., chicken-processing plant fire, and to the News for design excellence for the Aug. 26 special issue, "Why We March," on Solidarity Day. **Stan Hitt,** AFL-CIO News graphic designer, and **Candice Johnson,** assistant editor, received the awards at a presentation June 10. The News was competing against publications of trade associations like the National School Board Association and the California Dental Association, which also won awards in judging by a 17-person panel of editors and graphic designers. AFL-CIO News Editor **Michael Byrne** said the awards "are a testament to the professional presentation of the important work of the AFL-CIO, which we hope makes the same strong impression with each issue."

The Labor Heritage Foundation presented its Joe Hill Award for outstanding lifetime achievement in the field of labor and working class culture to **Joyce Kornbluh** and **Ralph Fasanella**. Kornbluh, a Michigan labor educator and cultural organizer, has spent much of her life chronicling the contributions of workers to the culture of the nation. Fasanella, a painter whose works can command as much as $150,000, employs a primitive style to depict the rich, proud heritage of working people.

Office and Professional Employees President **John Kelly** was presented the Director's Award for Excellence in Labor Relations by **Bernard E. DeLury,** head of the Federal Mediation and Conciliation Service, during OPEIU's 19th triennial convention in Bal Harbour, Fla.

### CLARIFICATIONS

A Communications Workers typographical unit was omitted from a story June 8 listing those unions signing an agreement with the Detroit News Agency.

Several newly elected international vice presidents were omitted from the June 22 AFSCME convention story. They are: **Peter Benner** of Minnesota; **Gloria Cobbin** and **Larry Smith** of Michigan; **Michael Rhynes** of Indiana; and **Billy Hudson** of Maryland.

The George Meany Center for Labor Studies will offer 16 workshops during July and August. In July, the center goes West to the Harbortown Conference Center in Ventura, Calif. The following is a partial schedule:

**ARBITRATION: PREPARATION AND PRESENTATION** (Ventura), July 5-10 — A workshop of mock cases before professional arbitrators. Sessions will be videotaped.

**ORGANIZING IN THE CONSTRUCTION INDUSTRY** (Ventura), July 5-10 — Training for building trades organizers in oral and written communications, regional survey and targeting techniques, on-site recruitment and labor law.

**ADVANCED ARBITRATION** (Ventura), July 12-17 — An advanced program that focuses on examination and cross examination of witnesses, preparation of briefs and research.

**NEWSWRITING AND EDITING FOR UNION PUBLICATIONS** (Ventura), July 12-17 — For union editors who want coaching on how to make their publications more readable. Classes are held on layout and design, laws for union editors, photos, headlines and newswriting.

**UNIONS AND THE LEGISLATIVE PROCESS,** July 19-24 — This course is designed to help union representatives function more effectively in the legislative process at all levels of government, particularly at the national level.

**THE CRAFT OF NEGOTIATING** (Ventura), July 19-24 — The techniques of contract negotiating is for officers and staff who negotiate agreements in the private and public sector.

**INTERNAL ORGANIZING** (Ventura), July 19-24 — This institute is for those responsible for developing stronger union support or for recruiting new members in units where the union is already the recognized bargaining agent.

**COLLEGE DEGREE PROGRAM,** July 25-31 — Students remain in residence at the George Meany Center while working on a Bachelor of Arts degree from Antioch University.

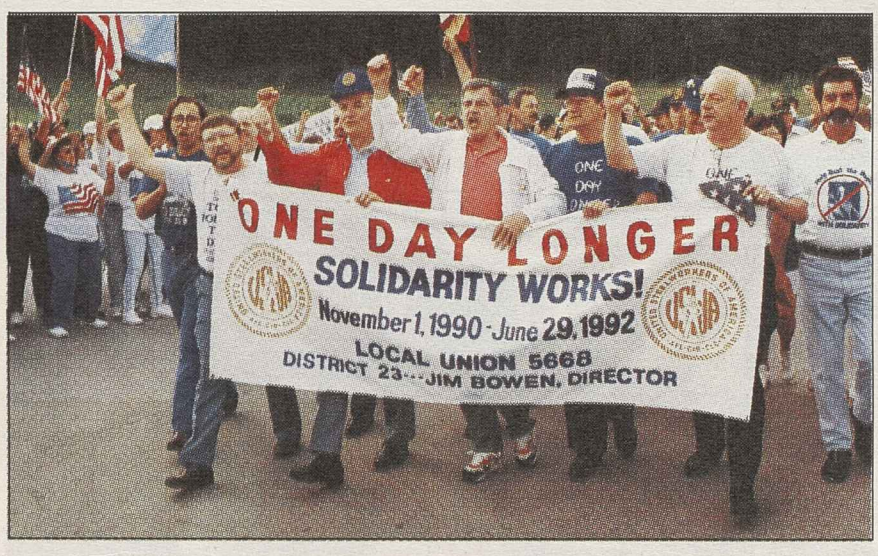
**NEGOTIATING AND WRITING CONTRACT LANGUAGE** (Ventura), July 26-31 — An institute to sharpen negotiators' skills on writing contract language and responding to company proposals.

**EFFECTIVE SPEAKING** (Ventura), July 26-31 — Coaches speakers on topic selection, research, outlining and delivery in front of video cameras. Exercises will emphasize listening skills.

**TEACHING TECHNIQUES FOR LABOR EDUCATORS** (Ventura), July 26-31 — A class to demonstrate techniques commonly used in labor education for those who teach in union conferences, summer schools or night classes.

**ARBITRATION: PREPARATION AND PRESENTATION,** Aug. 2-7 — A workshop presenting mock cases before professional arbitrators. Sessions will be videotaped.

**INTERNAL ORGANIZING,** Aug. 2-7 — This institute is for those responsible for developing stronger union support or for recruiting new members in units where the union is already the recognized bargaining agent.




**USWA Vice President** George Becker and other union officials lead Ravenswood workers back to work.

# Steelworkers back to work at RAC with heads held high

**Continued from Page 1**

ing the plant wearing their "lock-out" T-shirts. They marched into the plant behind a banner displaying their motto, "One Day Longer. . . Solidarity Works."

The victorious Steelworkers had weathered the storm that tossed them from the small, comfortable town of Ravenswood to foreign shores and corporate boardrooms, where they were able to persuade others to join them in their battle to win a fair contract.

After some 1,500 workers reported to work for the first time in more than a year and a half in Ravenswood, Becker was joined by RAC President William Hampshire and Peter Nash, the company's chief negotiator, for the signing of the settlement required to formally end the lockout.

"The battle of Fort RAC has now ended," said USWA District 23 Director Jim Bowen.

Negotiations resumed at the end of April after the company, beset by financial problems and facing multiple unfair labor practice charges, forced out Chief Executive Officer R. Emmett Boyle, the major architect of the company's union-busting strategy.

The picket lines were removed June 15 after the membership ratified the new three-year contract on a 1,287-181 vote. The company took down its barbed-wire fences and removed the armor-plating and "hay wagons" it brought in along with the scabs during the lockout.

Since that fateful day on Oct. 31, 1990, when the workers who reported to work on the second shift were turned away as scabs were bused in, determination, faith and a lot of bitterness touched this small town on the Ohio River. After working for the company for 20 years or more, many union members felt betrayed and abandoned.

That feeling spread throughout Jackson County. Business owners, recreation coaches, clergy, families and friends all felt the effects of the lockout. Many in the area chose sides, lost friendships and, in some cases, found their families breaking up.

The first step toward healing those wounds came that day, June 29, when the gates opened for the union members and closed on the scabs.

John Himelrick/Image Graphics

**Family members** line the street near the Ravenswood plant as their 19-month ordeal finally comes to a happy ending.

VOLUME 37, NUMBER 14
JULY 6, 1992

AFL-CIO NEWS

# INSIDE

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A quarter of a million rail workers returned to work after Congress caved in to management's lockout ploy and voted back-to-work legislation with binding last-offer arbitration.

**2** ***Global labor support is boost to workers***
A key element in union victories such as the Steelworkers' win at Ravenswood, W.Va., can be the strength and partnership gained through international labor solidarity.

**4** ***High court endorses federal pre-emption***
By a 5-4 vote, the U.S. Supreme Court struck down provisions of Illinois law that gave workers more safety and health protection than federal law provides.

**9** ***ILO session takes up bankruptcy, safety***
The 1992 International Labor Organization conference adopted a new convention to protect workers' claims against bankrupt employers and began work on a process safety standard.

**10** ***Los Angeles coalition protests Bush giveaway***
Labor and environmental groups rallied in Los Angeles, protesting President Bush's secret deal with Mexico to limit California authority over drivers' licenses and toxic waste handling.

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UNION YES

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FOCUS

**Disabilities Act** will transform every American workplace. **See Page 4.**

AFL-CIO NEWS

VOLUME 37, NUMBER 15 JULY 20, 1992

# Workers' hopes soar with Clinton, unity

By Michael Byrne
*New York*

With Democrats solidly united behind Bill Clinton, the Arkansas governor accepted the party's nomination with a rousing call for a revolution in government that would sweep away the old, failed legacy of the Bush and Reagan administrations.

Teamed with Sen. Albert Gore of Tennessee, nominated to be vice president, Clinton promised an activist "new generation" of leadership that would repair the economic disarray wreaked by 12 years of do-nothing government.

The emphasis by Clinton in the Democratic platform on jobs and the economic recovery buoyed labor, as well as Clinton's standing in the polls. As Clinton soared, Ross Perot fell by the wayside, dropping his erstwhile campaign after mobilizing a sizable group of disenchanted voters.

At convention's end, Clinton and Gore were preparing to appeal to those voters with a bus tour across America's heartland, including stops at a General Electric plant in Camden, N.J., where Electronic Workers President William Bywater was to join his union members, and at a Steelworkers' union hall in Coatesville, Pa.

Clinton renewed his partnership with labor the morning after the convention, meeting with AFL-CIO President Lane Kirkland and presidents of affiliated unions in town for the convention.

Organized labor made key contributions to the convention, both through the participation of 708 trade union delegates and through the development of the party's platform. Three labor leaders — AFL-CIO Vice Presidents Albert Shanker of the Teachers, Gerald W. McEntee of AFSCME and Joaquin F. Otero of the Transportation Communications Union, a convention vice-chairman — addressed the convention.

Associated Press/Wide World

**Democratic presidential team** Gov. Bill Clinton and Sen. Albert Gore.

Labor's call for comprehensive health care reform, a basic plank in the party's platform, was heard loud and clear during a July 14 floor demonstration, coordinated by Service Employees President John Sweeney, who chairs the federation's health care committee, and at a separate conference on health care, where labor delegates described their own personal travails with the health care system.

The convention also heard the voices of working people — including families who are struggling with inadequate health care and workers who had lost their jobs when their employers moved overseas — through a giant video board behind the speaking platform.

The party platform approved by the convention contained strong pro-labor and pro-working family planks, developed with the help of Kenneth Young, a former executive assistant to Kirkland and the federation's liaison with the platform committee.

Convention delegates defeated four minority planks sponsored by former candidate Paul Tsongas and opposed by the AFL-CIO. The Tsongas proposals called for targeted capital gains tax cuts, a cap on federal spending, a 5-cent-a-gallon gasoline tax and a deferral of tax

**Continued on Page 2**

# Conference ties reform of trade to social values

TRADE FOR THE 21ST CENTURY

By John R. Oravec

Transforming international trade into a means of improving the standard of living of all Americans as well as the people of the world will be the focus of a Sept. 9 national conference in Washington.

Representatives of labor, farm, environmental and citizens organizations will get together to explore the significant issues of trade practices the world over.

Sponsors of the conference — Trade for the 21st Century — are the AFL-CIO, Friends of the Earth, National Farmers Union, Public Citizen and Sierra Club.

"A global marketplace can mean a more prosperous, healthy and secure life for citizens of the world and citizens

**Continued on Page 3**

# China's MFN import privileges assailed on human rights abuses

By James B. Parks

The AFL-CIO is urging Congress to revoke China's most favored nation trade status because of that country's dismal record of human rights and labor abuses.

The House of Representatives is expected to consider two measures dealing with China's MFN when it returns the week of July 20. H.J. Res. 502, which is strongly backed by the AFL-CIO, would repeal China's special trading privileges. The joint resolution was introduced by Rep. Gerald Solomon (R-N.Y.).

"The Chinese government and U.S. multinational corporations have taken advantage of exploited Chinese workers," said AFL-CIO Legislative Director Robert M. McGlotten. "These workers have been a target for repression and imprisonment in China. The widespread practice in China of using forced labor for manufacturing products for export to the U.S. should be reason alone for a democratic nation such as ours to revoke China's MFN."

President Bush will extend China's most favored nation status unless Congress acts to stop it, McGlotten said. Under MFN, Chinese products will

**Continued on Page 3**

# Labor delegates fortify Democratic convention

By Michael Byrne
*New York*

With more than 700 trade unionists serving as delegates to the Democratic National Convention, labor played a major role in nominating the Clinton-Gore ticket and providing a worker-friendly party platform.

The number of labor delegates was close to the record 751 who helped nominate Michael Dukakis in 1988 and — along with 100 alternates — comprised more than 15 percent of the delegate total.

AFL-CIO President Lane Kirkland saluted the union activists at a labor delegate caucus July 13, noting that labor has redoubled its efforts in recent years to guarantee that workers have a say in the selection of a Democratic candidate and a determination of the issues.

Jack Miller/Miller Photography

**Labor caucus** delegates at the Democratic convention are briefed by AFL-CIO President Lane Kirkland.

"You are fulfilling both the oldest and the most modern responsibility of a trade unionist — to become active in our political system and thereby ensure that working men and women have a voice in how their government is run," Kirkland said.

More than 70 percent of the labor delegates were pledged to Gov. Bill Clinton. Fourteen percent were for former California Gov. Edmund G. "Jerry" Brown, 5.5 percent were pledged to former Massachusetts Sen. Paul Tsongas and 2 percent supported Iowa Sen. Tom Harkin during the primaries.

Clinton was endorsed for the nomination by the AFL-CIO after the Democratic candidates appeared at a candidates forum during the 1991 AFL-CIO Convention, and after affiliated unions undertook a variety of membership surveys during the primary season.

Following the Republican convention in August, the AFL-CIO General Board will assemble Sept. 3 to consider an endorsement for the general election.

Among the labor delegates were many retired Letter Carriers and Postal Workers, who because of Hatch Act discrimination were denied the opportunity to participate in political conventions during their postal careers. NALC President Vincent Sombrotto blasted President Bush for vetoing Hatch Act reform last year.

"We are determined to press the struggle for political freedom and Gov. Clinton assured our union that, if elected president, he will join us in the fight," Sombrotto said.

Kirkland paid special tribute to one delegate, Rep. Charles Hayes (D-Ill.), a member of the Food and Commercial Workers. Hayes, who was defeated in the Democratic primary, is the only member of Congress who retains a 100 percent "right" COPE voting record.

Hayes is one of many House members involved in a major transitional year, COPE Director John Perkins said. Perkins noted 76 House members are retiring, running for different office or have been defeated and another 10 are forced to run against other incumbents for redistricted seats.

"If the voters turn out a number of incumbents, we could be facing a turnover in the House of record proportions," Perkins said.

Since the House became 435 members in 1912, the biggest turnovers were 160 members in 1932 and 118 members in 1948.

During two sessions on House and Senate races, labor delegates heard reports from state AFL-CIO officials, as well as appeals from various candidates facing tough campaigns this fall.

Labor delegates also responded to an appeal from AFL-CIO Secretary-Treasurer Thomas R. Donahue, on behalf of the federation's Strategic Approaches Committee, and from AFSCME President Gerald W. McEntee, by seeking out Philadelphia Mayor Edward Rendell in the Pennsylvania delegation and urging him to negotiate with public employee unions.

Delegates expressed their outrage that Rendell has adopted union-busting techniques in refusing to bargain and demanding a five-year wage freeze and givebacks in health care and other benefits. Two district councils of AFSCME, Teachers and Fire Fighters are involved in the bargaining.

Labor delegates coordinated their activity on the floor through an extensive communications system directed by Butch Foutz of COPE. With 24 floor leaders keeping in touch with each state delegation, the labor delegates were able to stay ahead of the curve as events developed and squelch rumors that are rampant on the convention floor.

# Clinton's unity ticket brightens outlook for workers

**Continued from Page 1**

fairness for middle-income taxpayers.

Speaking against Tsongas' call for capital gains tax cuts, AFSCME's McEntee assailed the Reagan-Bush supply-side economic policies, which were built around the idea of business tax cuts, and lauded Clinton's plan to rebuild America through public investment in infrastructure and increased taxes on the rich.

"We've read President Bush's lips, we've watched his flips and we've seen his slips," McEntee said. "Bush said he would do whatever it takes to be elected president. Bill Clinton has what it takes to be president."

The platform calls for government action to strengthen the economy, including the development of an economic conversion program to assist displaced defense workers through retraining and adjustment assistance.

On workers' rights, the convention called for reform of the nation's workplace safety laws and support for "the right of workers to organize and bargain collectively without fear of intimidation or permanent replacement during labor disputes."

"Government's neutrality between labor and management cannot mean neutrality about the collective bargaining process, which has been purposely crippled by Republican administrations," the platform states. "Our economic growth depends on processes, including collective bargaining, that permit labor and management to work together on their common interests, even as they work out their conflicts."

The convention also approved planks forbidding tax breaks for corporations that transfer jobs overseas and opposing any trade agreement that does not address concerns about environmental, health and safety and labor standards, as well as ensuring assistance for workers whose jobs are affected.

The Democrats called for lifelong learning for Americans that includes public investment in education and corporate investment in worker training. The platform also makes clear that Clinton's plan for apprenticeship training would not affect labor's own strong apprenticeship programs.

Shanker, president of the Teachers, denounced the Bush administration's call for private school vouchers in remarks to the convention, stressing that these vouchers would undoubtedly lead to "charity schools for the masses and boutique schools for the classes."

Shanker said the United States had risen to become the greatest nation on earth because Americans had insisted that democratic ideals not be limited to a favored few.

"It was because we used the very tools and language of our democracy when we marched, when we wrote and sang, when we sat-in or went on strike or even went to jail to insist that liberty, justice and equality for all meant just that: everybody, everybody."

The major goal of reform of the Occupational Safety and Health Act got a powerful lift from the convention address of the Rev. Jesse Jackson. He described the tragic fire at a chicken-processing plant in Hamlet, N.C., from the perspective of two women who told him their stories.

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# LEGISLATION

## House trade bill renews Super 301 protections

**Continued from Page 1**
of this country,'' the sponsoring groups said in announcing the conference. ''But totally unfettered global trade guided by raw market power alone can lead to a society without values, a world driven solely by price and profit.''

Noting that the participating organizations represent millions of Americans, they expressed concerns that elected leaders have lost sight of the goals to which trade policies should be directed. They stressed the need for this year's political debate to address the potential impact of the pending General Agreement on Tariffs and Trade as well as the North American Free Trade Agreement.

In exploring the issues of trade, the conference agenda will address international and national policy questions keyed to:

- Sustainable growth that protects the world's natural resource base for future generations.
- The ability of the family farm to survive and provide a safe and reasonably priced food and fiber supply.
- Environmental safety to prevent pollution, hazardous materials and toxics that freely cross national borders.
- Exploitation of workers through poverty level wages and grossly inadequate health and safety standards.
- Relinquishing legal power to newly created international bodies that have no democratic legitimacy, but do have the authority to preempt national, state and local sovereignty.
- An international employment shell game that damages local economies by continually shifting jobs in search of the lowest wage.

Besides AFL-CIO Secretary-Treasurer Thomas R. Donahue, the principal participants at the conference will be Ralph Nader of Public Citizen, Leland H. Swenson of the National Farmers Union, J. Michael McCloskey of the Sierra Club and Jane Perkins of Friends of the Earth.

Registration and further information on the conference is available from Trade for the 21st Century at 815 16th Street N.W., Room 200, Washington, D.C. 20006. Telephone 202/637-5166. The registration fee is $21.

### Trade bill approved

Meanwhile, the House overwhelmingly passed the labor-backed Trade Expansion Act of 1992 by a vote of 280-145, despite an all-out blitz from Bush administration lobbyists to torpedo the measure.

The legislation includes the renewal of the Super 301 provision of U.S. trade law to counter barriers to American goods, increase the nation's exports and reduce unfair trade practices that have turned the country into the world's largest debtor nation. Super 301 authority expired two years ago.

While the House bill, H.R. 5100, addresses the nation's overall trade predicament, its thrust is toward resolving the nagging problems with Japan, particularly to narrow the trade deficit with the country that has been running as much as $50 billion a year.

It also would confront the machine tool dumping by Taiwan, European aircraft manufacturing subsidies, and end-use certificates for grain importers.

The bill's chief sponsor, Ways and Means Committee Chairman Dan Rostenkowski (D-Ill.), termed the legislation ''a critically important step in moving forward on our trade problems.''

A key amendment to the bill, introduced by Majority Leader Richard A. Gephardt (D-Mo.) and Rep. Sander Levin (D-Mich.) would require the administration to negotiate limits on Japanese car imports. The rider also calls for U.S.-based plants of Japanese automakers to use 70 percent American-made parts or face trade sanctions.

The bill's proponents pointed out that the U.S. automobile industry is vital to the strength of the nation's economy and that unfair trade dealings by Japan have wiped out many thousands of U.S. jobs.

The legislation strengthens U.S. anti-dumping and countervailing duty provisions in the existing trade law. It provides for the International Trade Commission to consider the actual and potential decline in the backlog of orders for a U.S. industry as evidence of potential dumping.

That would remove the practice of nations exporting goods to American markets by shipping their products through a third country to avoid countervailing duty and anti-dumping orders.

Efforts are under way by Sen. Donald Riegle (D-Mich.) to introduce key provisions of H.R. 5100 in legislation before the Senate Finance Committee.

In other developments, a majority of House members now support a concurrent resolution advising the White House that Congress will not approve any trade treaty, including the pending agreement with Mexico, that jeopardizes American labor, environmental, public health and consumer safety standards.

A floor vote on House Concurrent Resolution 246, introduced by Gephardt and Rep. Henry Waxman (D-Calif.), is expected by the end of July.

## China import privileges cost over 240,000 U.S. jobs

**Continued from Page 1**
enter the country at the lowest normal duty.

At the same time, because of Chinese import barriers, the United States has a $12.7 billion trade deficit with China, second only to our deficit with Japan. But thanks to MFN, America is now China's biggest market, receiving 26 percent of all Chinese exports.

Most economists agree that each $1 billion in excess imports costs America 20,000 jobs, said AFL-CIO economist Mark Anderson, who heads the federation's trade task force. This means that in the last year alone, more than 240,000 well-paid Americans lost their jobs because of our government's policy towards China, he said.

The White House claims that by extending trade benefits to China, the United States enhances its ability to influence China to improve its human rights.

But this has not been the case. According to the Wall Street Journal, China has granted only two of 20 promised visas to dissidents who wanted to leave the country. And Beijing still has not accounted for hundreds of students and trade unionists who were jailed after the Tiananmen Square massacre.

Following the massacre, dozens of pro-democracy workers were executed; others have been routinely beaten, tortured or harassed including members of the Beijing Workers Autonomous Federation.

China also continues to export goods to the United States made by prison labor. Less than a month after pledging to Secretary of State Baker that the export of prison-made goods would stop, the Chinese were caught shipping diesel engines here which were made by prisoners.

Many Chinese exports are made by slave laborers who produce millions of dollars worth of consumer goods.

President Bush's support of MFN privileges for China and Congress's inability to override his veto may require another legislative strategy, McGlotten said. Although the Solomon resolution is by far the best and most just solution, H.R. 5318, introduced by Reps. Donald J. Pease (D-Ohio) and Nancy Pelosi (D-Calif.) is ''a step in the right direction,'' McGlotten said. ''It would deny MFN status for China for items produced by state-owned facilities if China continues to violate human rights, to sell nuclear weapons and to commit unfair trading practices,'' he said.

In an effort to create as many as 150,000 jobs, the House approved an amendment in fiscal year 1993 transportation appropriations to transfer some $400 million from foreign aid spending to highway, mass transit and aviation projects.

Backed by the AFL-CIO, the move is the first breech in the so-called ''firewalls'' set up in the 1990 budget agreement. Those walls ban the shifting of funds from foreign aid or defense to domestic programs.

The FY 1993 appropriation levels fell far short of what was predicted when the Congress approved the Surface Transportation Reauthorization Act. The amendment, approved 213-190, makes up some of that deficit. The House then passed the package 306-74.

''This amendment is critical both to building America's competitiveness and to relieving the 7.8 percent overall unemployment — a rate which is over 17 percent among construction workers,'' AFL-CIO Legislative Director Robert M. McGlotten said in a letter to House members.

''The government itself has an obligation to get off its collective duff and realize the economy is in trouble. We need to find a way to deal with the unemployment losses that we have seen all across the country,'' said Rep. David Obey (D-Wis.), one of the amendment's sponsors.

It is unlikely the White House will take Obey's advice and get off its duff, despite the soaring unemployment rate and stagnant economy. President Bush is threatening to veto the appropriations bill if it contains the foreign aid money for American jobs. But first the Senate must act on the bill.

Elsewhere on the Hill:

**FLIGHT ATTENDANTS** — The Federal Aviation Administration will finally be required to set duty time regulations for flight attendants under the terms of an amendment approved by voice vote during the consideration of the transportation appropriations. Unlike other flight crew members whose hours are regulated for safety reasons, flight attendants are not covered by such rules. A similar measure has been introduced in the Senate.

**MOTOR VOTER** — Two days before Independence Day President Bush slammed the ballot box lid on the hands of millions of eligible, but unregistered American voters, when he vetoed the ''Motor Voter'' bill.

''By vetoing this bill, the president is effectively saying we ought to keep the status quo and continue locking citizens out of the voting booth through arcane and unnecessary requirements,'' said the bill's chief sponsor, Sen. Wendell Ford (D-Ky.)

The bill would allow people to register to vote when they apply for drivers licenses and other licenses and permits. It would also allow for registration by mail and various state and federal offices such as employment offices and other agencies. It also contains stiff penalties against voter fraud. More than 30 states have similar laws. A veto override attempt has not yet been scheduled.

**URBAN AID** — The House passed a so-called urban aid bill July 2. It was opposed by the AFL-CIO because the overall bill was inadequate to address the needs of the nation's urban problems. Out of the $17 billion, mostly tax breaks for businesses, the measure only contained $2.5 billion for direct help to urban residents in the form of job training, housing, hunger and other programs.

The bill also included a special pension regulation break for Federal Express, which has used it as a tool to fight attempts to organize their pilot force and tax breaks for ''intangible assets'' which would spur another round of merger acquisition activity, especially in the food industry, which was so harmful in the 1980s.

FOCUS

# Disabilities Act forging new era in workplaces

By James B. Parks

Unions will play a key role in ensuring that the Americans with Disabilities Act forges a new era in the workplace, labor leaders said.

The act, which takes effect July 26 for employers with 25 or more employees, will make significant changes in practically every workplace. It prohibits discrimination against people with disabilities in employment, public services, public and private transportation, and public accomodations and telecommunications services. Employers with more than 15 employees have until July 26, 1994, to comply.

The AFL-CIO "firmly supports the rights of workers with disabilities to be treated with dignity and respect in their working lives," federation President Lane Kirkland said.

AFL-CIO Vice President Lenore Miller of the Retail, Wholesale and Department Store Union, who chairs the federation's Civil Rights Committee, noted that "The extension of job opportunities to people with disabilities has long been a goal of labor unions. The ADA will serve only to strengthen a bond that already exists. Making the ADA work we will forge a new era."

The AFL-CIO lobbied for and supported the ADA "because all workers should have the opportunity to perform jobs they are qualified for," said AFL-CIO Civil Rights Director Richard Womack. "The ADA affords labor the opportunity to enforce those principles that we have embraced over the years that a worker is a worker, period."

The 1991 AFL-CIO convention echoed that sentiment when it approved a resolution saying the ADA "presents an opportunity to remove barriers to full participation in everyday life for those with disabilities and to assure them the same rights as others in the country."

As part of the collective bargaining process, unions must insist on being involved in determining whether a person with a disability can perform the essential functions of a job, Womack said. If a person with a disability can perform the basic duties of the job, under the law, the employer cannot consider the disability in deciding whether to hire the person, unless it presents a "direct threat" or risk to the health and safety of other workers, Womack said.

"Labor has a history of negotiating job duties and we will have to make sure the employer is sensitive to the needs of the disabled and makes the necessary workplace changes to enhance the employee's ability to work," he said.

In many ways, Womack said, the ADA is an extension of the Civil Rights Act of 1964. The act applies to private employers, employment agencies, state and local governments, labor organizations and joint labor-management committees. The U.S. government or corporations owned by the government, Indian tribes and tax-exempt private membership clubs are exempt from the law.

The law recognizes collective bargaining agreements, Womack said, and many of the issues raised in applying its provisions will have to be negotiated or settled in court.

The ADA protects persons with a physical or mental impairment — either apparent or hidden — that limits a major life activity. The law also protects people who have a record of impairments, such as HIV infection or a recovered cancer patient.

*"Labor supports the right of workers with disabilities to be treated with dignity and respect."*

—Lane Kirkland

It also bans discrimination because of conditions that people mistakenly perceive as limiting, such as wearing a hearing aid, or that employers wrongly believe might cause negative public reaction, such as severe burns, prominent facial scar or an involuntary jerking of the head.

The ADA does not protect illegal drug users, but does cover those who have successfully completed or are participating in a supervised drug rehab program and are not using drugs.

Before offering an applicant a job, employers cannot inquire about that person's worker compensation history or whether the person has a disability.

The employers must eliminate structural barriers, for example, such as widening bathroom stalls or installing wheelchair ramps, Womack said. The employer may have to modify job conditions, such as lowering a piece of machinery so that a wheelchair-bound person can work on it.

To better monitor employer compliance, unions must become familiar with terms like "reasonable accommodation," "essential functions," and "undue hardship," Womack said.

Under the law, employers must make a reasonable accommodation to the physical or mental limitations for an otherwise qualified worker unless that would place an undue hardship on the operation of the business. In practice, the employer should be able to do such things as modify equipment, restructure jobs, change work schedules or examinations or provide qualified readers.

The major acceptable reason for not changing the workplace to meet the needs of the disabled would be the financial burden on the company. Unions should be able to determine if the hardship is indeed undue or just an employer claim, Womack said.

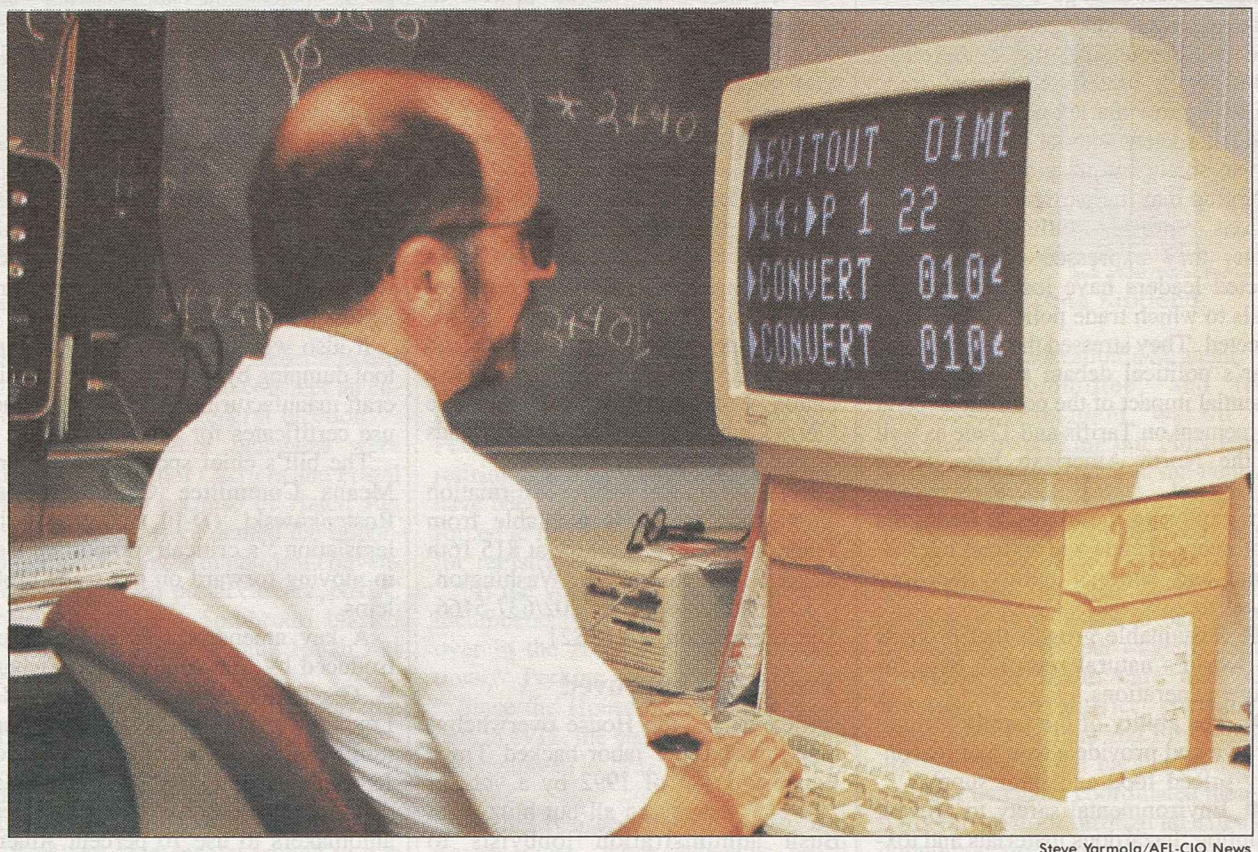
Employers can require medical exams, which may include cancer and HIV testing, but only after offering someone employment and before the applicant begins the new job and only if all other new hires must take the same exam.

Disabled employees must have equal access to whatever health insurance coverage the employer provides to other employees. However, the employer can offer policies that limit or exclude payment for pre-existing conditions. The company cannot reduce benefits to persons with disabled dependents even if it raises the employer's health care costs.

Unions also must be on the lookout to ensure that employers do not use job standards or tests that weed out qualified persons with disabilities — as in giving a written exam to a blind person.

Unions, as employers, may have to make architectural changes to buildings or otherwise accommodate the limits of persons with disabilities, Womack said. Union hiring halls would have to be accessible to the disabled as well.

A manual for unions on how to apply the ADA to the workplace is available from the AFL-CIO Civil Rights Department, 815-16th Street, Room 410, Washington, D.C. 20006. Single copies are free.




Steve Yarmola/AFL-CIO News

**Tim Mehok,** a partially blind programmer on the AFL-CIO staff, uses special software to generate large letters on his computer screen. This is an example of accommodating a worker's disability.

## Protection for Disabled

International Symbol of Accessibility

International Symbol of Access for Hearing Loss

International TDD Symbol

The Americans with Disabilities Act, which takes effect July 26:

- Bans discrimination against persons with disabilities or with conditions that might be considered as limiting or causing negative public reactions.
- Requires employers, including unions, to modify the workplace and employment tests to accommodate persons with disabilities.
- Ensures that employees and dependents with disabilities have health insurance.
- Protects employees who are recovering from illness or drug dependency.

# UNION NEWS

## Unions retain picket rights at 'Pill Hill'

By Muriel H. Cooper

After a seven-week struggle over the right to honor the picket lines of other unions, 1,700 workers at the Summit Medical Center in Oakland, Calif., were back at work — victorious in solidarity.

Economic issues had been settled long before, and only the issue of respecting picket lines remained. Management finally agreed to allow picket-line solidarity in the contract along with a fact-finding process, as proposed by the Federal Mediation and Conciliation Service.

AFL-CIO President Lane Kirkland hailed the victory in a letter to Owen Marron, secretary-treasurer of the Alameda County AFL-CIO, which was instrumental in gaining political support in the Bay Area for the strikers.

"It is particularly important to have prevailed on a strike which was exclusively fought on a question of trade union principles," Kirkland wrote.

The workers walked out from the "Pill Hill" facilities May 26 after Summit management tried to take away the right to honor other unions' picket lines. The unions involved included Service Employees Local 250, Longshoremen's and Warehousemen's Local 6, Office and Professional Employees Local 29, Hotel Employees and Restaurant Employees Local 28 and the unaffiliated California Nurses Association.

Summit was formed March 1 by the merger of Merritt-Peralta and Providence hospitals. Union contracts at Providence allowed employees to honor each others' picket lines, but Merritt-Peralta barred its unions from sympathy strikes.

Federal mediator Dorothy Christiansen proposed that unions be free to engage in sympathy strikes after completing an in-depth process that includes a 90-day written request to negotiate and a 30-day notice to set up a board of inquiry to resolve the primary union's concerns.

Kathy Wilkes/Longshoremen and Warehousemen

**Summit Medical Center** workers celebrate victory in retaining the right to honor picket lines. The 1,700 union members returned to work July 13.

Summit management agreed to the proposal July 8 and union members went back to work on July 13. "The workers were jubilant in returning to work with this new contract," said Marron. "I haven't seen anything like this in the labor movement in a long time. We got the support of the whole labor movement."

David Sickler, director of AFL-CIO Region VI, said community-wide solidarity helped the unions counter the hospital management's union-busting tactics.

"It was a clear, decisive victory," Sickler said. "People understood this was a tool that workers had to hold on to and they all stood together. We got a lot of community and political support."

The agreement came shortly after a hearing conducted by Rep. Tom Lantos (D-Calif.), who questioned hospital officials about the stalemate, which had left Oakland without a facility to serve adults who aren't members of health maintenance organizations.

Lantos, who chairs the House Government Operations subcommittee on employment and housing, told Summit executive Ken Jones his options were to continue to "inflict pain on this community" or settle the strike.

The strike garnered support from all corners of the labor movement. Richard Cordtz, SEIU secretary-treasurer; Jim Baker, Kirkland's executive assistant, and Sickler were among many labor leaders who addressed rallies in support of the strikers. These weekly events attracted more than 300 supporters offering financial aid and moral support to the striking workers.

The federation's Department of Organization and Field Services also developed a letter-writing campaign among various union members to Clorox Co. Chief Executive Officer William Ausfahl, a Summit board member, appealing to him to help resolve the dispute.

"We wanted Summit to know that unions such as the Teamsters, Chemical Workers and Laborers who worked in various Clorox plants did not appreciate Summit's union-busting tactics," said Green Lewis, the assistant organizing director who coordinated the letter-writing campaign.

Besides the area political supporters, Democratic presidential nominee Bill Clinton and former California Gov. Edmund G. "Jerry" Brown, as well as the Rev. Jesse Jackson, offered their assistance to help reach a settlement in the dispute.

## News Guild formats goals for progress

Chicago

Continuing technological change in their industry prompted delegates to the Newspaper Guild convention to set aside $50,000 to assist the union in the development of long-term priorities.

The convention ordered a comprehensive study of the issues for the 1993 convention.

Pointing to daily newspapers across the continent using the recession for unprecedented workforce cuts, Guild President Charles Dale said that "currently both the industry and the Guild appear to have weathered the worst of the recessionary storm."

"This union was built to weather storms and we're alive, we're intact, we are still strong, and we still are a force to be reckoned with," he said.

Striking workers from the Pittsburgh Press and Toronto Star told of their battles with management as the 219 delegates chanted their solidarity.

As a follow-up to convention resolutions on occupational safety and health reform, organizing, U.S.-Mexico trade and health care, Dale reminded delegates to "get on the phone, fax, typewriter or computer and let your senator and representative know how you feel about your problem or concern. If any real changes take place in America it will take participation from all of you."

Reiterating the importance of the political participation, Guild International Chairperson Peter McGlaughlin said, "Bush has served his constituency well. But that constituency is not you and me. It's that small group of men who manipulate for their own greedy end. Let's put an end to this and put George Bush on the unemployment line."

Dale also reiterated the importance of the joint bargaining council.

Delegates were briefed on the new Americans with Disabilities Act and its implications in the workplace. Patricia Bell from Ottawa, Canada, was elected an international vice president.

## AT&T contract gives unions clear connection on job security

By Candice Johnson

Job security was a key issue for 127,000 workers at American Telephone and Telegraph, and the tentative settlement reached by the Communications Workers and Electrical Workers answers that concern with new job options and safeguards.

Employment security gains in the proposed settlement include retraining and greater opportunity for transfer into other divisions of AT&T for workers facing layoff.

The proposed settlement was reached with the assistance of the Federal Mediation and Conciliation Service a month after the contract expired.

The agreement also would provide for wage and pension gains, maintain seniority rights for workers forced to shift to other units, provide a promise of AT&T neutrality in organizing drives and access for unions to new AT&T business units.

Following completion of negotiations over local issues, the tentative agreement will be submitted to union members for ratification.

The proposed settlement would boost wages by 12.3 percent, compounded over the three-year contract term, and would increase pensions by 13 percent.

From the outset of negotiations, the unions worked to ensure that union members remain a key partner in AT&T's "workplace of the future." CWA President Morton Bahr said the settlement, which in some measures exceeds the pattern contract reached by the two unions with NYNEX last year, is a step toward that partnership.

IBEW President John J. Barry noted that the proposal marks the second successful round of coordinated bargaining between the two unions. "Unity bargaining, while not perfect, has proven its worth and is much better than our prior negotiating," he added.

Bahr said the proposal gives workers an opportunity to bid on jobs at three subsidiaries — Universal Credit Card, American Transtech and Paradyne — "jobs that have previously been off limits to union workers."

A new program, "Re-Link," is intended to help workers who have been declared "surplus" and scheduled for layoff. These workers would receive weekly termination pay and benefits and maintain seniority while they seek a new permanent job through the transfer system.

The transfer system, which helps workers change jobs among AT&T facilities, will be overhauled.

Telephone system operators face a greater likelihood of layoff as AT&T seeks to expand its use of voice recognition technology, closing operator centers. The proposed settlement would provide operators faced with layoffs an additional six months' medical benefits and access to the transfer system if a permanent job hasn't been found when term pay runs out.

As part of the settlement, AT&T accepted a neutrality agreement that would give unions fair access to organize workers at currently non-union Universal Card, Transtech and Paradyne, as well as at new acquisitions. The unions also won a commitment that AT&T will "try to persuade National Cash Register management to accept these principles," along with an agreement that bargaining unit work will not be shifted to NCR.

Among other contract gains:

- Training funds for workers will be doubled to $80 million.
- The Family Care Fund is expanded to include elder care and adoption programs.
- A commission schedule for phone center and marketing workers will be phased in.

# ECONOMY

# 10 million jobless as Bush recession grinds on

By John R. Oravec

Another surge of layoffs drove the jobless rate up to 7.8 percent in June as 10 million Americans were trapped in unemployment lines while the economy failed to exhibit any clear signals of pulling out of the Bush recession.

With the jobless rate soaring to the highest level since March 1984, AFL-CIO President Lane Kirkland pointed out that "the recession is now two years old and deepening in an indicator that really counts — unemployment."

Kirkland said the depressing report from the Bureau of Labor Statistics shows that "young people generally have their hopes for jobs dashed, while older workers continue to be dismissed."

In addition to the 10 million listed as officially jobless, he noted that another 1.1 million workers are too discouraged to search for a job and 6 million others can only find part-time work. That's a total 17.1 million locked in partial or total unemployment.

Kirkland welcomed action by Congress to extend jobless benefits for the long-term unemployed and by the Federal Reserve to reduce the discount rate to 3 percent.

He described the developments as "needed steps, but neither gives anyone a job." What the nation really needs, Kirkland stressed, "is a direct job-creation program to rebuild America."

With the surge in the jobless rate, President Bush pulled back his threat to veto the unemployment insurance legislation that provides for some long-needed improvements in the triggering formula.

A few days after BLS issued the bleak jobs report, several major corporations announced plans to lay off tens of thousands of more workers.

According to the BLS household survey, the number of jobless workers rose by more than 470,000 in June as the rate climbed 0.3 from 7.5 percent in May.

Since last September, BLS noted, 1.5 million workers were added to the jobless rolls and the unemployment rate rose a full percentage point. At the start of the recession in July 1990, the jobless rate was 5.4 percent.

With job openings on the wane, more than half of the June rise in unemployment was among teenagers, whose jobless rate shot up 3.6 percentage points to 23.6 percent. But unemployment rates also rose for adult men and women in June.

The BLS establishment survey showed a drop of 117,000 in payrolls last month, with most of the job losses coming in the goods-producing industries. Manufacturing lost 58,000 jobs and construction was down by 32,000. Meanwhile, retail sales jobs declined by 21,000 and services lost 20,000.

Jobless rates in key sectors were up sharply over the month, rising in construction to 17.6 percent; mining to 9.2 percent; wholesale and retail trades to 8.7 percent; and manufacturing to 8.3 percent.

AFL-CIO chief economist Rudy Oswald pointed out that several major states were engulfed in pockets of severe unemployment: California, 9.5 percent; New York and New Jersey, both 9.2 percent; Massachusetts and Michigan, both 8.8 percent; Illinois, 8.6 percent; Florida, 8.5 percent; and Texas, 8.2 percent.

Despite the acute unemployment rates, only 4.6 million jobless workers were drawing regular and extended emergency unemployment compensation in June, leaving more than 5 million locked out of the federal-state UI system.

But the new labor-backed UI legislation, passed by veto-proof margins in the House and Senate, gives states the option effective next March of triggering on 13 weeks of extended benefits when a state's total unemployment rate (TUR) is at least 6.5 percent. The House approved the conference report by a vote of 396-23 and the Senate endorsed it 93-3.

Forseeing an override of a threatened veto, Bush quickly signed the legislation that also provides for 20 or 26 weeks of emergency extended benefits for the long-term jobless who have exhausted their regular 26 weeks of UI benefits. The new legislation replaces an extended benefits program that expired July 4.

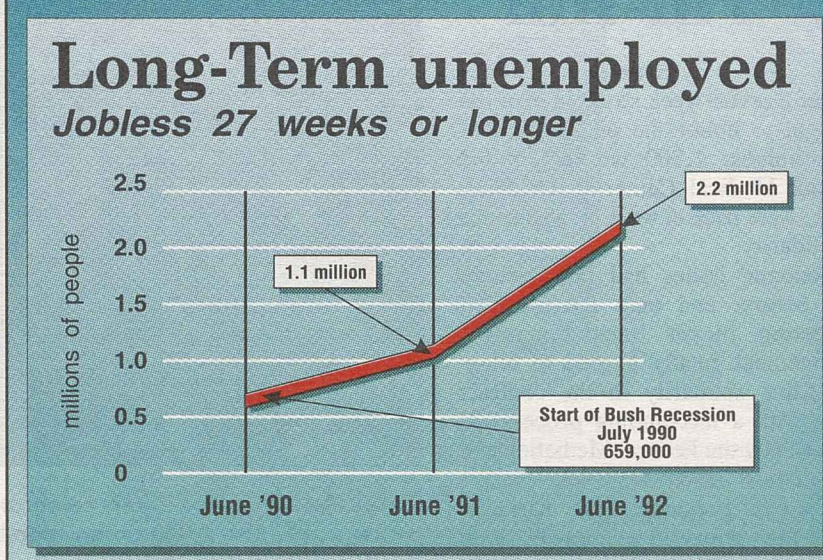
Under the TUR option, a larger proportion of jobless workers would qualify for benefits than are covered by the current insured unemployment rate (IUR) trigger.

In June, 30.6 percent of jobless workers were drawing regular compensation, but the percentge was raised to 46.2 percent under the emergency extended benefits program.

Some analysts are voicing concerns that the nation's unemployment rate could top 8 percent in coming months, stemming from a new round of layoffs.

- On June 30, Hughes Aircraft Co. disclosed it would cut 9,000 jobs over the next 18 months, mainly through layoffs in southern California.
- Earlier, McDonnell Douglas Corp. said it was closing its Torrance, Calif., parts plant that employs about 2,000 workers.
- On July 10, Douglas Aircraft Co. confirmed it would lay off up to 5,000 additional workers this year at its main manufacturing complex in Long Beach, Calif. The first layoff notices for 1,500 workers were expected by mid-July. Douglas Aircraft is negotiating a deal to sell off 40 percent of its production operations to Taiwan Aerospace Corp.
- Aluminum Co. of America (Alcoa) said on June 30 that it will lop off 2,100 jobs before year's end, with most of the reduction coming in U.S. plants.
- On July 8, Amoco Corp. said it will slash 8,500 jobs with most of reductions coming in the Chicago area. The company already had eliminated 1,800 jobs in 1990 and 1991.
- Four other oil industry firms recently disclosed pending job cuts. Mobil Corp. said it would eliminate 2,000 white-collar jobs this year and Unocal revealed plans to lay off 1,100 workers. Chevron plans to slash 2,300 jobs and Exxon USA 1,000.
- On June 29, Aetna Life and Casualty Co. announced plans to eliminate 4,800 jobs by the end 1993. About 40 percent of the payroll reductions will be in Connecticut.
- On July 14, General Motors Corp. said it would chop nearly 10,000 white-collar workers from its headquarters staff by the end of the year. Most of the jobs will be eliminated in the public relations and marketing departments to slash GM's salaried employees from 13,500 to about 3,500.

## Significant statistics




Since the start of the Bush recession in July 1990, the number of workers unemployed 27 weeks or longer has tripled — rising from 659,000 to nearly 2.2 million last month. Just over the past year, the increase was 1.1 million, according to Bureau of Labor Statistics. The average duration of unemployment surged from 12 weeks in June 1990 to 18.6 weeks last month.

| | |
|---|---|
| **June jobless rate** | 7.8 percent |
| Unemployed workers | 10 million |
| **Initial UI claims Week of June 27** | |
| Seasonally adjusted | 416,000 |
| Four-week average | 415,750 |
| **Factory orders** | $238 billion |
| May | -0.8 percent |
| **Sales of new homes** | |
| May (annual rate) | 501,000 |
| Change from April | -5.6 percent |
| **Federal Reserve** | |
| Discount rate | 3 percent |

AFL-CIO NEWSGRAFIC

# Real earnings plummet despite slower inflation rate

Workers took it in the gut again as real weekly wages fell 1 percent in June even though most retail prices moderated, the Bureau of Labor Statistics reported.

The drop in weekly earnings was traced to the recession-tripped decline of 0.9 percent in hours worked, while hourly pay edged up 0.2 percent and the BLS consumer price index for urban wage earners (CPI-W) rose 0.3 percent.

While the price index rose 3 percent over the last 12 months, real weekly pay declined 1 percent. But in the longer term, the erosion in wages for the non-supervisory worker is stunning.

Since June 1979, real weekly pay has plunged 12.5 percent, AFL-CIO economist Anne Draper pointed out. The most severe impact on the drop in spendable earnings stems from the inability of non-union workers to keep pace even with creeping inflation.

On the bright side, food costs rose only 0.1 percent in June while apparel and upkeep costs declined 0.2 percent. Entertainment costs were unchanged.

However, prices at the gasoline pumps surged 3.1 percent and were 2.2 percent above the year-ago mark. Gas and electric utility charges rose 0.5 percent over the month and were up 2.6 percent from June 1991.

Health care costs continued to climb sharply, rising 0.5 percent over the month, and registered the highest increase of any component in the BLS index with a surge of 7.6 percent over the year.

In other government economic data:

- Industrial production slipped 0.3 percent in June after edging up in the four previous months while the capacity utilization rate fell to 78.5 percent, the Federal Reserve reported.

Factory output declined 0.4 percent over the month and overall mine production fell 1.4 percent. The factory operating rate slipped to 77.6 percent as manufacturers cut back production in the face of rising inventories and declining sales.

The Commerce Department reported business inventories rose 0.1 percent in May, the fourth straight rise, while sales fell 0.2 percent in June.

- Housing starts dropped 3.2 percent in June to an annual rate of 1.17 million units, the Commerce Department said. New home construction rose 11 percent in May after plunging 19 percent in April.

Applications for building permits, an indicator of future building activity, slipped in June 1.3 percent for the fourth straight monthly decline.

Home construction is lagging far behind the 1970s with the recession severely crimping sales even though the 30-year fixed mortgage rate of 8.13 percent is the lowest since July 1973.

— John R. Oravec

## Newsmakers

Los Angeles County AFL-CIO Secretary-Treasurer **Bill Robertson** has denounced **Peter V. Ueberroth's** snubbing of trade unionists to serve on the "Rebuild L.A." board. In the wake of the uprising following the Rodney King verdict, the AFL-CIO has delivered more than 45 tons of staples and other supplies to neighborhoods affected by the violence. Robertson said Ueberroth's failure to include a single union member among his 50 appointees to the board completely disregarded the labor movement itself and the community it represents, along with the ongoing AFL-CIO efforts.

Malawian labor leader **Chakufwa Chihana** has been formally charged with three counts of sedition and rearrested four days after being released from prison. Before his short-lived release, Chihana had been held for three months without charges. Officials of the AFL-CIO African American Labor Center were unsure when Chihana's trial would begin. The Malawi government also has prohibited AALC regional representative **Tom Medley** from entering the country. Medley served as an observer for Chihana's last court appearance.

**Kimberly A. Madigan** became chairman of the National Mediation Board July 1, succeeding **Patrick J. Cleary,** who remains a member of the board. **Joshua M. Javits** is the third member of the board, an independent federal agency that administers the Railway Labor Act governing labor-management relations in the airline and railroad industries.

### AWARDS

AFL-CIO President **Lane Kirkland** received the Middle Cross of the Hungarian Republic from President **Arpad Goncz** during a ceremony in Budapest June 30. The award is Hungary's highest civilian honor that may be granted to a non-citizen. While in Hungary, Kirkland also met with the prime minister, other officials and trade union leaders **Gabor Horn** and **Imre Palkovics.** Kirkland also met with labor leaders in Kiev, attended the International Labor Organization convention and a meeting of the steering committee of the International Confederation of Free Trade Unions in Geneva. At the OECD's labor summit in Dusseldorf, Germany, Kirkland and other members of the so-called G-24 pressed for anti-recession programs to create jobs, as well as an aid packages for the development of Eastern Europe.

**Linda Fischer** of Food and Commercial Workers Local 1099 in Cincinnati has received the first Mary Harris Jones Award for her outstanding work with two Girl Scout troops. The award named for Mother Jones was developed by the Cincinnati AFL-CIO and the Great Rivers Girl Scout Council.

Adrian Karatnycky

**Hungarian President** Arpad Goncz presents the Middle Cross of the Hungarian Republic to AFL-CIO President Lane Kirkland in Budapest.

### DEATHS

**Leonard C. Ball,** 65, retired executive assistant to AFSCME Secretary-Treasurer William Lucy, died of a brain aneurysm July 9 in Washington. Ball, who retired from AFSCME last year after 19 years, was instrumental in the founding of the Coalition of Black Trade Unionists. He also coordinated the group's founding conference.

Ball played a pivotal role in coordinating union participation in the anti-apartheid protests at the South African embassy in 1985-86. He also implemented along with Africare a program to combat severe water shortages in Africa.

**John H. Callahan,** retired director of political action, legislation and personnel for the Electronic Workers, died of a heart ailment July 8 at his home in Silver Spring, Md. He was 77.

He began his union career in 1936 as a member of the old United Electrical Workers Local 255 in a General Electric plant in Massachusetts. In 1944 he became business agent of the UE local and later served as conference board chairman for IUE-GE.

In 1968, Callahan came to Washington to become IUE's COPE and legislative director, serving in that capacity until he became personnel director in 1976. He retired in 1985.

# Conference to focus on push for needed OSHA reforms

The AFL-CIO's fight for OSHA reform is the centerpiece of its national safety and health conference Sept. 13-16 in Washington.

The biennial conference will bring together local and national union safety and health representatives, officers and staff to study safety and health problems, exchange information and strategies, organize for safer workplaces and lobby for reform of the Occupational Safety and Health Act.

"We can make our strong presence — and the need for legislation to strengthen occupational safety and health laws — known to those on Capitol Hill," said Peg Seminario, director of the AFL-CIO Occupational Safety and Health Department.

The conference includes a showing of the video "How Many More Must Die?," workshops on how to use OSHA, bargaining for safety and health, ergonomics, asbestos and AIDS, right-to-know, workers' compensation and indoor air quality. Also scheduled are nine sector workshops — industrial, building trades, service/health care, mining, transport, public, office/professional, utilities and maritime.

The conference registration fee is $100 per person, made payable to Secretary-Treasurer, AFL-CIO. The deadline for hotel reservations is Aug. 14.

For more information about the conferences contact the AFL-CIO Department of Occupational Safety and Health, 815 16th Street NW, Room 303, Washington, D.C. 20006, or call 202/637-5367.

Raymond Crowell/Page One Photography

**San Francisco Mayor** Frank Jordan outlines a plan to revitalize the city's ship building and repair industry. The seven-point proposal won the endorsement of the AFL-CIO Metal Trades Department executive council, headed by MTD President Paul Burnsky, left. Conversely, MTD affiliates have voiced strong opposition to the Bush administration's revised maritime policy initiatives that encourage U.S.-flag operators to utilize foreign shipyards to the detriment of American jobs.

## Resources

### CONFERENCES

**Defense Industry Conversion: Strategies for Job Redevelopment** will be the topic of a conference Aug. 26-29, 1992 at the University of Wisconsin in Madison. The conference is sponsored by the AFL-CIO Department of Economic Research, the Wisconsin AFL-CIO, Machinists, Electronic Workers, and the University of Wisconsin School for Workers. Participants will study methods of creating long-term job stability through immediate conversion steps. For information contact the School for Workers, 608/262-2111.

### PUBLICATIONS

The George Meany Center for Labor Studies published a new **Organizing Guide for Local Unions** for use in private and public sector campaigns. Written by Virginia Diamond, the 115-page guide is designed for new staff and volunteer organizer training. The book is available from the center, 10000 New Hampshire Ave., Silver Spring, Md., 20903.

**Grievance Mediation in State and Local Government** is a 20-page booklet published by the State and Local Government Labor Management Committee that explains what grievance mediation is, how it works, and why many grievants feel more satisfied with the outcome. The booklet also provides sources of grievance mediators, a sample contract clause, and guidelines for implementing grievance mediation. For copies contact the Public Employee Department, 815 16th St., N.W., Washington, D.C. 20006. Copies are $1 each.

**Restructuring the American Workplace: Implications for the Public Sector** is the latest publication in the Monograph Series of the Labor Education and Research Center of the University of Oregon. It features articles by Carter administration Secretary of Labor Ray Marshall and former UAW President Douglas Fraser, who examine the meaning of "high performance organization" and "workplace democratization" concepts for the public sector. Each copy is $3.50 from the Labor Education and Research Center, University of Oregon, Eugene, Ore. 97403.

### FILMS

**Fast Food Women** and **Takeover** are two new films that will premiere nationally on Point of View, public television's series of independently produced non-fiction films, on Monday, Aug. 10 at 10 p.m. and other local times. **Fast Food Women** focuses on a group of women in southeastern Kentucky who are struggling to support themselves and their families by frying chicken, flipping burgers, and making pizza at fast food chains. The film documents the experience of these members of the nation's growing class of working poor.

**Takeover** reveals a new movement of homeless people organizing themselves to take over empty housing.

**Leather Soul: Working for a Life in a Factory Town** is a 45-minute video documentary set in Peabody, Mass., which tells the story of the transition from factory to high-tech industry in the words of the Peabody, Mass., workforce. The video relates how the workforce of more than 20 nationalities found a common experience in manufacturing jobs that allowed them to set roots, become involved in the social and political development of the town and build opportunities for their children. The video is available for a $65 rental charge from the Filmmakers Library, 124 E. 40th Street, New York, N.Y. 10016.

## *Sing out*

Joined in a mixed chorus, union members and youngsters raise their voices in the finale of the 14th national Great Labor Arts Exchange at the George Meany Center in Silver Spring, Md. More than 100 union musicians, songwriters, artists, poets and dramatists displayed their talents in the three-day festival, including the legendary John Handcox, writer of the famous "Roll The Union On," and labor troubadour Joe Glazer. The annual arts festival is a project of the Labor Heritage Foundation.

— Anne Martens/Page One Photography

# Court rulings point up urgency for sweeping OSHA revisions

By Colleen M. O'Neill

Two union-challenged health and safety rules were decided in federal appeals courts recently with mixed results.

The 1989 Occupational Safety and Health Administration rules on permissible exposure limits — PELs — for air contaminants were struck down by a three-judge panel of the 11th U.S. Circuit Court of Appeals July 8. The court concluded that the agency failed to properly document its PEL determinations for 428 toxic substances.

The AFL-CIO had challenged the regulation because some PELs were not strict enough, the four-year compliance period was judged too long and it was believed OSHA illegally adopted the recommended exposure limits of a private organiztion — the American Conference of Government Industrial Hygienists — rather than its own research agency (NIOSH).

"We agree with the court that OSHA did not adequately do its job with respect to various aspects of the standard," said Peg Seminario, AFL-CIO director of occupational safety and health.

"However, we are dismayed the court threw out the entire standard. The court's action, should it stand, sends PELs for these toxic substances back to 1971 levels — which are too high and place workers at risk unnecessarily."

OSHA reform legislation currently pending in Congress would establish a process for updating the PELs on a regular basis. Having this process in place could avert such situations, Seminario said.

That legislation has been reported out of the House Education and Labor Committee, with Senate mark-up scheduled for July 29 in the Labor and Human Resources Committee.

Meanwhile, the 34-year-old ban on carcinogenic pesticides in processed foods was upheld by the 9th U.S. Circuit Court of Appeals, which affirmed the 1958 Delaney Clause.

The Environmental Protection Agency had adopted a policy in 1988 allowing the use of such pesticides on foods to be processed under a "negligible risk" standard of a one in 1 million chance of developing cancer from exposure to the substance over a lifetime. The 1958 standard calls for zero tolerance of risk from pesticide residuals.

The AFL-CIO, Natural Resources Defense Council and Public Citizen in February 1991 challenged EPA on the policy as it applied to four pesticides — benomyl, phosmet, mancozeb and trifluralin. The court agreed with the challengers, ruling that "if pesticides which concentrate in processed foods induce cancer in humans or animals, they render the food adulterated and must be prohibited" under a strict interpretation of the Delaney Clause.

That ruling could lead to the banning of 70 or so pesticides if tests show concentrated residues remain in foods after processing.

The three-judge panel advised EPA that "revising the existing statutory scheme" to incorporate the negligible risk standard "is neither our function nor the function of the EPA. If there is to be a change, it is for Congress to direct."

EPA has the right to appeal the ruling.

Seminario called the two rulings similar in that, in both cases, the court told the agencies "You have to do what the law says."

"Although EPA tried to change the standard, implementing 'negligible risk' where zero tolerance was mandated, the Court rightly disallowed this," she said. "Zero tolerance means just that — no residue."

With regard to the OSHA ruling, Seminario said the federation still was examining the decision and its implications to determine the next step.

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# INSIDE


**1** ***Clinton-Gore ticket a winning combination***

Delegates to the Democratic National Convention nominate Arkansas Gov. Bill Clinton and Tennessee Sen. Albert Gore as the party's presidential ticket to victory in November.

**1** ***AFL-CIO takes up China, trade issues***

The AFL-CIO presses Congress to revoke China's most favored nation trade status, while labor, farm, enviromental and citizen groups plan a national trade conference for Sept. 9.

**2** ***700 labor delegates bolster convention***

The more than 700 union delegates to the Democratic National Convention play a major role in nominating the Clinton-Gore ticket and determining the party's platform.

**5** ***Telephone workers gain in AT&T pact***

The proposed settlement at AT&T, covering 127,000 workers, provides new job, transfer and employment security rights, and wins a pledge of company neutrality in organizing.

**6** ***Unemployment rate soars to 8-year high***

More than 10 million Americans were trapped in unemployment lines last month — with 17.1 million hit by the economic crunch. Joblessness surged to its highest level since March 1984.

**7** ***OSHA reform focus for safety conference***

The fight to reform the Occupational Safety and Health Act is the centerpiece of the AFL-CIO national safety and health conference set for Sept. 13-16 in Washington.


UNION YES

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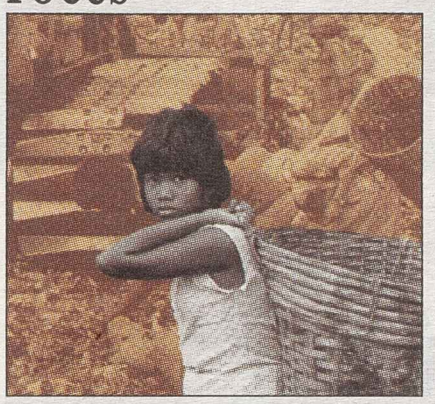
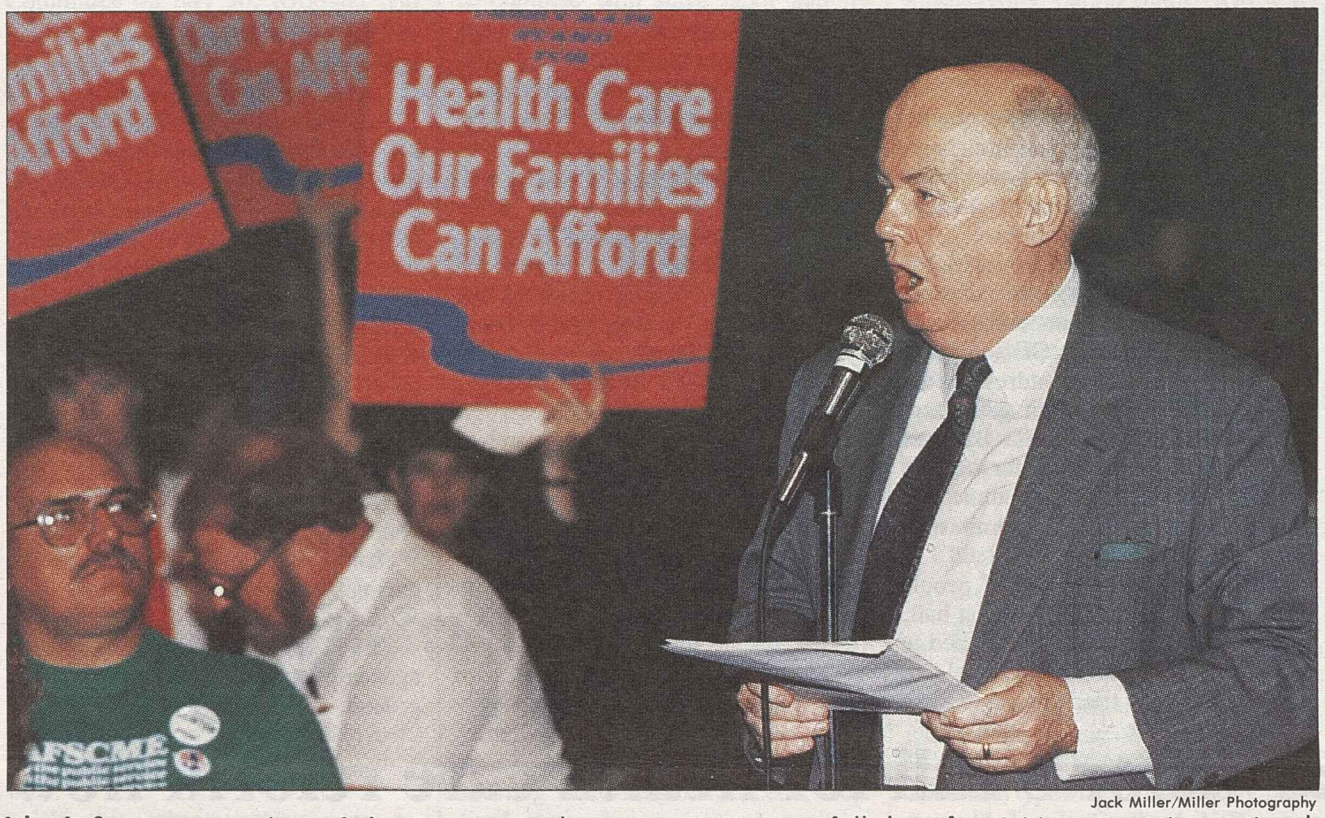
## FOCUS



**Children** toil on mountain of garbage in the Philippines. **See story, Page 9.**




Jack Miller/Miller Photography

**John J. Sweeney,** president of the Service Employees, rallies labor delegates to the Democratic National Convention to a full day of activities promoting national health care reform. **See story, Page 2.**

# Clinton economic message hits home

**By Michael Byrne**

Gov. Bill Clinton rolled out of the Democratic convention and onto the highway, rousing enthusiastic workers all along a 1,200-mile, eight-state bus trip that focused on jobs and getting the U.S. economy back on track.

The Democratic candidate then ventured to Houston, where President Bush retains a hotel room as his official residence, to address a convention of the Police Associations (see story, Page 5) and traveled to San Francisco to tell the California AFL-CIO convention that jobs creation would be his top priority as president.

As the Democratic bandwagon hit the road, labor welcomed the campaign's emphasis on economic issues. AFL-CIO Secretary-Treasurer Thomas R. Donahue told a meeting of union research directors in Washington that Clinton had emerged from the Democratic nominating process by directly addressing the issues that concern ordinary working people.

"This election will be fought on our issues," Donahue said. "Clinton is addressing, in clear and convincing terms, what we have been saying since 1979. This election will be about what's happening to wealth in this country and what happens to workers when their real wages decline while rich people get richer."

The AFL-CIO endorsed Clinton for the Democratic nomination and will vote on an endorsement for the general election at a meeting of its General Board in Washington on Sept. 3. That board consists of the Executive Council plus representatives of each affiliated union and the trade and industrial departments, with voting weighted by membership. State AFL-CIO officers also have been invited.

Many leaders of the federation's biggest unions were on hand in New York for Clinton's first meeting after winning the party's nomination — a 45-minute session with AFL-CIO President Lane Kirkland, Donahue and 25 union presidents. Earlier in the week, Clinton met with Teamsters President Ron Carey, who released the results of the union's membership poll and announced the IBT endorsement of Clinton.

Clinton and his running mate, Tennessee Sen. Albert Gore, emphasized their concerns for working people at each stop of the bus tour, echoing longstanding positions of the AFL-CIO on

**Continued on Page 2**

# Labor allies raise alarm over NAFTA

## *Battle lines drawn as trade pact looms*

**By John R. Oravec**

As the Bush administration rushed to conclude a North American Free Trade Agreement, congressional leaders expressed new concerns over the direction of the trade pact negotiations in dealing with the impact on jobs, workers and the environment.

And further apprehensions were raised with a research report warning that a faulty trade agreement could trigger the drain of hundreds of thousands of U.S. jobs to Mexico and erode the American standard of living.

These and other issues will be explored by labor, farm and environmental organizations, as well as political leaders, in Washington Sept. 9 at a national conference, Trade for the 21st Century. The National Farmers Union, the Sierra Club, Friends of the Earth, Public Citizen and the AFL-CIO are the five sponsors of the conference.

Democratic presidential nominee Gov. Bill Clinton on July 27 told the California AFL-CIO that there was no indication the Bush administration was coming back to the Congress with the adequate protections it promised on worker rights and environmental standards.

"We must sign a pro-growth, pro-jobs treaty with Mexico that does not sell out our workers or our environment," Clinton declared.

Clinton expressed agreement with the challenge to the Bush administration laid out earlier that day by House Majority Leader Richard A. Gephardt (D-Mo.), who had contrasted the European

**Continued on Page 3**

# Solidarity 'Stops the Press' and sends company back to table

**By James B. Parks**

The Pittsburgh Press Co., faced with impressive labor and community solidarity, abandoned its futile efforts to distribute scab-produced newspapers and returned to the bargaining table with striking workers.

"We are hopeful the company is sincere in wanting to settle. But in the past they have proved not to be truthful," said Bill Brown, spokesman for the Pittsburgh Newspaper Unions Unity Council, which represents the 10 unions at the Press.

Talks in the 10-week-old strike resumed July 29, one day after the company suspended publication of the scab Press and the Pittsburgh Post-Gazette, which it distributes under a joint operating agreement. The company, owned by the E.W. Scripps Co. chain, published the papers out of state and trucked them to suburban depots.

When replacement drivers, hired through ads in Massachusetts, tried to deliver the papers, they were stopped by a mass of humanity. In addition to strikers, Brown said, people from the community "who do not take kindly to scabs," came to the distribution centers and yelled, "scabs go home and "Stop the Press."

"Press officials said they stopped publishing to prevent violence and damage," Brown said, "but they are the ones that brought the shock troops and the scabs in. They suspended publishing because they put out two papers with no ads. They were losing revenue." In addition, Mayor Sophie Masloff joined other consumers in canceling their subscription. Many returned the papers to the front of the Press building, Brown said.

The City of Pittsburgh also is putting financial pressure on the Press, Brown said, by considering revoking the paper's tax exemptions because it publishes outside the city. Officials have told the Press that it must pay occupancy taxes and wage taxes for the replacement workers it brought in from out of state.

City Finance Director Ben Hayllar boasted of chasing replacement newspaper truck drivers out of town by ordering the Press to collect a 1 percent wage tax from them.

"Some people have referred to it as the 'scab tax,'" he told the Associated Press.

Labor support has been provided by the AFL-CIO Strategic Approaches

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# Clinton touts jobs formula across U.S.

**Continued from Page 1**

the U.S. economy and jobs creation.

In McKeesport, Pa., once a bustling steel town that has lost thousands of jobs during the Reagan and Bush administrations, Clinton outlined a five-step program to resurrect the American economy:

- Convert defense savings into public investment for the nation's infrastructure, particularly in transportation and environmental systems.
- Create incentives for private businesses to invest in this country, rather than shipping jobs abroad.
- Invest public money in new technology so that "we can get back on the cutting edge so that change is not our enemy."
- Make affordable health care available to every American.
- Provide for the best-educated work force in the world.

The candidates visited with Electronic Workers at a General Electric plant in Camden, N.J., and with Steelworkers at a USWA union hall in Coatesville, Pa.

At a town hall meeting in Louisville, Ky., Clinton defended the right of workers to join unions and to strike without fear of "permanent replacement."

"I do not believe it's right to hire 'permanent replacement' workers," Clinton said. "If somebody's got a right to strike, I don't think they ought to lose their job by exercising their right to strike. Otherwise, their right to strike doesn't mean anything."

Clinton criticized the "militant anti-labor attitude of the present administration" and promised to use government to foster labor-management cooperation.

At their first stop on the bus tour, Clinton and Gore were given a demonstration of a joint labor-management retraining project at the GE aerospace plant in Camden before addressing the workers. Speaking at that gathering, IUE President William H. Bywater called Clinton the best hope for workers besieged by the failed economic and trade policies of the Bush administration.

In Coatesville, hundreds of people packed the steamy USWA union hall, where Steelworkers this year rallied to win a settlement with Lukens Steel Co. after the company tried to replace them during a strike. The candidates were treated to a pot-luck dinner and their wives, Hillary Clinton and Tipper Gore, were presented with "Women of Steel" T-shirts.

Sen. Harris Wofford (D-Pa.), who accompanied the Democratic ticket through the state, introduced Clinton as one who "came through the hottest fire of the primaries, coming out strong and sturdy like the best-tempered Pennsylvania steel."

At the AFL-CIO research meeting, Economic Policy Institute Director Jeff Faux said Clinton is providing a clear alternative to President Bush's economic prescription of marginal tax breaks for business.

"Clinton would start up investment again, stimulate the economy with public investment in training and infrastructure technology," Faux said. "This would provide short-run economic relief by increasing jobs, providing more money to consumers, and long-term benefits through improving skills and boosting technology."

Faux contrasted Clinton's vision for a high-wage, high-skills economy with the calls for austerity by Democratic challenger Paul Tsongas and would-be independent candidate Ross Perot, which he said would "put the economy through the wringer, put us right into a triple-dip recession."

The meeting of union economists was called by AFL-CIO Research Director Rudy Oswald, who stressed the importance of "communicating to our members the impact of the Reagan-Bush period on our jobs and our income."

Oswald said that economic growth during the Bush term is the worst since World War II.

"Bill Clinton is offering an economic agenda that could turn this country around," he said.

Tom Matthews Photography

**Gov. Bill Clinton** meets with 25 presidents of AFL-CIO unions the morning after his nomination.

# Democrats hear labor's call for health care reform now

**By Colleen M. O'Neill**

A floor demonstration for national health care reform on the second night of the Democratic National Convention capped a day of attention to the health care issue, a major priority for unions in the 1992 campaign.

Earlier, a forum led by Senate Majority Leader George J. Mitchell (D-Maine) and House Majority Leader Richard A. Gephardt (D-Mo.) heard horror stories about the flawed U.S. health care system from some of the 40 delegates who came to speak.

The delegates' tales were symptomatic of the massive problems faced by many Americans in the current system — families with small children, business owners, employees paying an ever-increasing share of health costs — and highlighted in poignant terms the necessity of reform:

- Amy Bodnar, a health care worker in a Minnesota elementary school and a member of the Service Employees, said she cannot afford to pay for health insurance for herself and her two sons. The premiums would cost more than one-third of her salary.
- Mike Gomes and his wife, of Merced, Calif., had identical twins two years ago — with one suffering from severe but correctable birth defects. Despite their insurance coverage, they had to pay $10,000 in out-of-pocket costs.
- John J. Sullivan is an Indiana attorney locked into his job because of his daughter's asthma, which cost the family $2,500 out-of-pocket last year. Her treatment would be excluded as a pre-existing condition under any new health plan.
- Annette Morgan of San Antonio, Texas, said she does not file insurance claims for her 17-year-old son's treatments for cerebral palsy and lung disease, because every time she does the insurance company raises the premiums.

Mitchell and Gephardt told the forum that Congress must act to alleviate the suffering. "There are few areas in which the failure of Republican presidential leadership has hurt American families more than health care," Gephardt said.

Congressional Democrats are continuing to work on reform legislation to control costs and provide access to quality care for all Americans. Toward that end, a new Senate bill is expected to be introduced shortly that would combine aspects of several previous measures.

The AFL-CIO has urged Congress to enact sweeping change, rather than attempt an incremental approach favored by the Bush administration. Several members of the AFL-CIO Health Care Committee, led by SEIU President John Sweeney, told Mitchell as much in a visit to his office July 22, following a similar visit to Gephardt and House Speaker Thomas S. Foley (D-Wash.) in May.

Karen Ignagni, director of the AFL-CIO Employee Benefits Department, outlined the federation's position during a roundtable discussion on the principles of health care reform. That forum, sponsored by the New York Academy of Medicine, also was held in conjunction with the convention.

The discussion was moderated by former Health, Education and Welfare Secretary Joseph A. Califano Jr. and included Gephardt; Rep. Henry A. Waxman (D-Calif.); Gov. John D. Waihee III (D-Hawaii); Walter B. Maher, director of federal relations for Chrysler Corp.; James S. Todd M.D., the executive vice president of the American Medical Association; and Princeton University Professor Uwe E. Reinhardt, PhD.


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# LEGISLATION

## Kirkland calls for trade curb on China

By James B. Parks

China has repeatedly ignored the law on most-favored-nation trading status and the U.S. ought to strip trade advantages from the bloodstained hands of the Beijing regime, AFL-CIO President Lane Kirkland told Congress.

Testifying before the Senate Finance Committee on July 30, Kirkland said "we have a law-and-order administration in the White House . . . so let's have a little law enforcement."

Kirkland disputed Bush administration claims that MFN promotes the cause of privatization and human rights in China. "The practical fact of the matter is that this strategy doesn't work," Kirkland said. "Very recent history has proven that it is the denial of MFN to dictators that moves their nations toward these ideals and brings liberty to the working masses."

Even though China has had MFN since 1980, it continues to deny basic human rights to its citizens, Kirkland said. "We're talking about a brutal dictatorship and a system that includes prolonged detention without trial, forced labor, religious persecution and the crushing of independent worker and student organizations," he said.

Granting MFN to China does not bring down the cost of goods to U.S. consumers as its advocates claim, Kirkland argued.

"When you force American workers to compete with slave labor and repressed workers in other nations, you are acting to bring down the wages and conditions in our country and in other countries as well. Americans cannot afford cheaper imported goods if they have to give up their jobs," he pointed out.

The battle shifted to the Senate after the House of Representatives on July 21 passed H.J. Res. 502 by a 258-135 margin. The resolution, strongly backed by the AFL-CIO, would repeal China's MFN. The joint resolution was introduced by Rep. Gerald Solomon (R-N.Y.).

The AFL-CIO hailed the House vote as a reaffirmation of America's ideals. "The protection and expansion of freedom should be the basic premise of U.S. foreign policy. As long as the Bush administration refuses to stand up to violations of freedom as egregious as those in China, our nation is selling out its principles," the federation said in a statement.

Unless both houses of Congress object, President Bush will extend China's most-favored-nation status, AFL-CIO Legislative Director Robert M. McGlotten noted. Under MFN, Chinese products enter the country at the lowest normal duty.

The United States has a $12.7 billion trade deficit with China, second only to the deficit with Japan. But thanks to MFN, America is now China's biggest market, receiving 26 percent of all Chinese exports.

Economists agree that each $1 billion in trade imbalance costs 20,000 U.S. jobs.

President Bush has threatened to veto any restrictions on MFN status for China, but the AFL-CIO is urging the Senate to follow the House lead and pass the outright denial of MFN status to China.

## NAFTA draft lacking on workers, environment

Continued from Page 1

Community's nearly 20-year plan to integrate its poorer nations into a trading bloc.

"If this administration gets reelected, a lot of jobs will still go on the fast track to Mexico," Clinton said. "It looks like they are just going to take a dive and go for the money, and that's wrong."

Gephardt has advised Bush administration trade negotiators that any NAFTA accord lacking effective labor standards, worker safeguards and environmental protections would fail to get congressional ratification.

Under the "fast-track" procedure agreed to last year, Congress can vote the final NAFTA accord up or down without any amendments allowed. But Gephardt has said he would seek to change the rule under which the House handles the measure to allow for worker and environmental protections, as well as other improvements.

Gephardt, who has been monitoring the negotiation closely, warned that "environmental controls, worker adjustment policies, protections for American and Mexican workers, and incentives for American manufacturers to remain in the United States are being omitted from the draft document."

The Democratic House leader called for the adoption of a cross-border transaction tax to fund worker retraining programs and adjustment assistance for U.S. workers who would lose their jobs to the low-paying maquiladora plants in Mexico.

To improve conditions for Mexican workers, Gephardt proposed the pact include a code of conduct for the maquiladora industry requiring the payment of decent wages, which now are one-tenth or less the rate of U.S. workers.

Funds raised by the transaction tax also would go for environmental controls and improvements in the infrastructure on both sides of the U.S.-Mexico border.

"A transition program must include better wage and benefit replacement proposals than currently exist" while meeting their long-term needs, Gephardt stressed.

"Workers deserve this," he said, "and it should be an entitlement included as part of the implementing legislation."

On the Senate side, Finance Committee Chairman Lloyd Bentsen (D-Texas) and International Trade subcommittee Chairman Max Baucus (D-Mont.) also pressed the White House for stronger provisions in the pending accord.

President Bush's top negotiator, U.S. Trade Representative Carla A. Hills, rejected the idea of a border transaction tax to fund the worker retraining and assistance programs. She said the programs should be financed with general funds, a further burden on the federal budget.

### Disastrous impact

But a new study issued by the Economic Policy Institute challenges Hills's rosy outlook that workers displaced by the trade agreement would move into higher-paying jobs. EPI economists Jeff Faux and Thea Lee warn that if NAFTA is adopted in its current draft, "it could have disastrous short-term consequences for hundreds of thousand of U.S. working people and negative long-term effects on the living standards and competitiveness of the entire continent."

Current trends show that "U.S. workers displaced by trade end up moving down the job ladder to lower-paying jobs, or off the ladder to permanent unemployment, not up to better jobs," Faux and Lee noted.

They suggest that the NAFTA proposal represents a long-term incentive for U.S. corporations to pursue a low-wage solution to global competition, "rather than taking the more difficult path of producing quality products more efficiently."

A immediate example of the low-wage appeal of Mexican maquiladoras came with a July 21 announcement from Smith Corona Corp., the last American typewriter manufacturer, that it would close its Cortland, N.Y., plant and move all production operations to Mexico. The shutdown will eliminate 775 full-time jobs.

### Trade deficit widens

America's foreign trade standing took another blow in May as the deficit widened for the third month in succession to $7.4 billion — the worst shortfall since November 1990, the Commerce Department reported.

For the first five months of 1992, the trade deficit totaled $29.1 billion, about 12 percent higher than the year-ago pace. But some analysts warned that with the trade gap exceeding $7 billion two months in a row, this year's deficit could end up close to $80 billion. Last year's shortfall amounted to $65.4 billion.

AFL-CIO international economist Mark A. Anderson said the worsening imbalance raises further concerns about the direction of the Bush administration's trade and economic policies, and its failure to address the domestic damage cause by the continuing trade shortfall.

Exports of U.S. products declined in May by nearly $1 billion to $35.5 billion, the third drop in a row, while imports eased by $0.6 billion to $42.9 billion, after rising $0.8 billion in April to a 19-month high.

May's trade deficit in manufactured goods amounted to $5.4 billion with imports of $34.1 billion and exports of $28.7 billion. Airplane shipments, a top U.S. export performer, slipped from $2.2 billion in April to $1.7 billion.

By country, the largest U.S. deficit was with Japan, even though the shortfall eased to $3.5 billion from $4.2 billion in April. Other leading deficits in May were with China, $1.2 billion; Canada, $0.9 billion; OPEC nations, $0.8 billion; and Taiwan, $0.7 billion.

## Capitol Digest

More than 120,000 retired coal miners and their dependents will have their health benefits protected under an agreement hammered out by the Mine Workers, Sens. Jay Rockefeller (D-W.Va.) and Wendell Ford (D-Ky.) and the White House.

The agreement will be included in the final draft of the Senate's energy bill. The Senate is expected to approve the bill, which would then go to a conference committee.

UMWA President Richard L. Trumka said the agreement "begins what we believe will be the final stage of a long and difficult struggle to guarantee the benefits retired coal miners and their widows were assured of and have a sacred right to."

The fight over the benefits stalled the complex energy legislation after the Bush administration and several Republican senators balked at Rockefeller's proposals. President Bush vetoed a tax bill with similar provisions this year.

The employer-financed Health and Retirement Funds has suffered record deficits as an increasing number of mining companies went bankrupt or abandoned their retirees.

Under the agreement, existing companies that abandoned their retirees must pay into the program while additional funds collected for mine lands reclamation also will be used for retiree health care. Surplus UMWA pension funds will be used to help eliminate the plan's financial problems.

Elsewhere on Capitol Hill:

**CABLE TELEVISION** — By an overwhelming margin, the House of Representatives passed an AFL-CIO-backed bill that ends overcharging and consumer abuse by the cable television industry. The 340-73 vote on July 23 ensured that Congress could override a threatened presidential veto of the legislation. The bill would regulate rapidly raising cable rates and other services. The Senate passed a similar bill by a 73-18 margin earlier this year.

**DAVIS-BACON** — The House turned back another attempt to gut the prevailing wage law. By a 172-242 margin, the lawmakers rejected a bid by Rep. Charles Stenholm (D-Texas) to remove from the FY 1993 Supplemental Appropriations bill (H.R.5620) language barring the Department of Labor from spending funds to implement regulations designed to promote the use of low-wage "helpers" on Davis-Bacon projects. The bill also bans the department from spending money to implement new apprenticeship regulations that would have destroyed apprenticeship groups in 26 states and the District of Columbia.

**VOTING RIGHTS** — A bill designed to help eligible voters for whom English is a second language exercise their right to vote passed the House July 24 by a 237-125 margin. The legislation would extend the language assistance provisions of the Voting Rights Act through 2007.

# City workers battle Philadelphia mayor's jobs ax

By Sharolyn A. Rosier

Philadelphia's public employees are "fighting like hell" to avoid the blunt ax of Mayor Ed Rendell, who is waging a campaign to privatize city services.

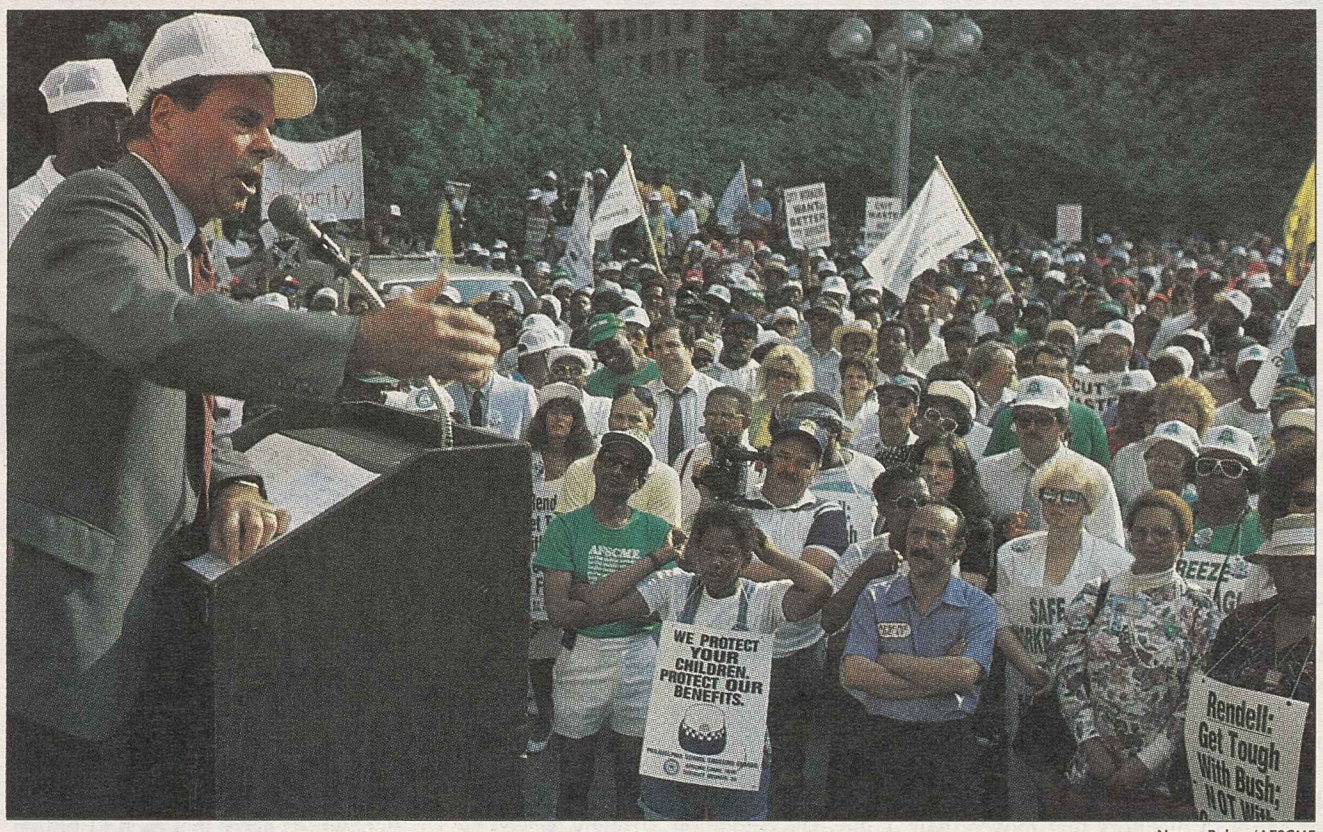
Rendell also wants to freeze employees' wages, cut holidays and sick time and restructure health benefits as part of a five-year plan to stabilize the city's finances. He has threatened to lay off 2,000 workers if negotiations remain deadlocked.

AFSCME District Councils 33 and 47 sought fact-finding, as provided by state law, but Rendell has refused, pressing his case to the state Supreme Court. A total of 25,000 city workers are involved, including those represented by Fire Fighters Local 22, Teachers Local 3 and an unaffiliated police union.

Rendell's heavy-handed tactics prompted AFSCME President Gerald W. McEntee to bring the case to the AFL-CIO Strategic Approaches Committee. McEntee told a caucus of union delegates to the Democratic National Convention in New York that he received immediate pledges of support from a labor movement "unified in its opposition to this trashing of city employees."

While delegates at the convention sought out Rendell to protest his union-busting techniques, some 200 Philadelphia workers demonstrated outside his hotel. Since the convention, AFL-CIO Organizing and Field Services Director Joe Shantz has assigned staff to assist the workers in Philadelphia.

"In public employment, they call it 'privatization,' but every union is familiar with it — outsourcing, double-breasting, contracting out and so on," Shantz said. "The definition is always the same: strip workers of their jobs, rights and benefits and lay the burden on working families. It's as if workers were the policymakers who decided on the insane combination of national economic and tax programs that brought our governments to their knees."




Nancy Rokos/AFSCME

**AFSCME President** Gerald W. McEntee addresses more than 5,000 city employees outside Philadelphia City Hall.

## Unions identify savings

Although Rendell contends that his proposed cuts would save the city $99 million, the unions have identified $200 million in savings through cutting tax loopholes, improving Medicaid billing and lowering disability costs by making workplaces safer. These projections were presented to the mayor May 4 by AFSCME District Council 47 President Tom Cronin, District Council 33 President James Sutton and Firefighters Local 22 Vice President Tom Hannan.

Rendell already is preparing to hire two private firms to clean City Hall and guard the Philadelphia Museum of Art, displacing 145 city employees who now do those jobs, according to the Philadelphia Inquirer. The workers could be shifted to other agencies, but the mayor said they and other workers will be laid off if the city is unable to secure concessions from the unions.

But the union said any private firm retained by the city would have to give the first available openings to displaced city workers. The employees' salaries also would have to match a U.S. Labor Department index based on union wages.

The threat of privatization strikes at the heart of public employment, which over the past decade has been growing at a much slower rate (13.3 percent for all levels of government) than the total civilian labor (18.7 percent).

Despite this decline, public employees have been asked to do more with less. Prison populations are up. Health and social service needs are up. Americans are demanding a better education system.

Privatization was given added impetus by President Bush with an executive order April 30 that paves the way for the sale of public facilities to private interests. These public facilities include hospitals, schools, tunnels, highways, sewer systems and turnpikes.

The AFL-CIO Executive Council decried Bush's order. "The American people have joined together through public institutions to build an extensive infrastructure," the council said. "For generations, the purpose of these facilities has been to serve the public interest rather than to generate private profit."

Pointing to the "adverse effects that privatization would have on workers employed in those facilities," the federation warned against "the auctioning of public services and facilities by state and local governments."

## Mayor added 9 deputies

After running deficits for four consecutive years, Philadelphia's credit rating is the lowest of any major city. While Rendell has targeted labor as the primary source of revenue for the city, he has hired nine more deputy mayors than the previous administration. Their salaries and benefits total more than $500,000.

More than half of the nation's cities experienced financial difficulties this year and cut services and staff as well as raised taxes, according to the National League of Cities.

However, no other mayor has proposed such austere concessions on workers, who are already financially strapped by inflation and a deepening recession.

The fact-finding, assigned by the Pennsylvania Labor Relations Board after contract talks between AFSCME and the city came to an impasse, was suspended by the state Supreme Court following Rendell's appeal July 17.

City employees are still working under the old contract, which expired June 30. AFSCME negotiators met with city officials in bargaining July 29-30.

While the court considers the case, retired city employees are worried about their health benefits, which Rendell says he will cut. Many of these retirees who took early retirement during the former administration are ineligible for Medicaid because of the age requirement.

AFT Local 3 also is at a bargaining impasse with the city, although its contract, originally scheduled to expire Aug. 31, has been extended to Sept. 7. The IAFF Local 22 dispute has been referred to an arbitration panel. Its contract also expired June 30.

# Arbitrators hand down mixed rulings in rail contract disputes

By Candice Johnson and Muriel H. Cooper

Arbitrators empowered by Congress to issue settlements in railroad disputes produced a mixed bag for the Locomotive Engineers and the Machinists in decisions handed down July 30.

Arbitrator Robert M. O'Brien chose the BLE's final contract offer over Amtrak's final offer, but arbitrator Richard Mittenthal went with the freight carriers and Amtrak rather than the IAM.

Under the 38-day "cooling-off period" set by Congress following the lockout of 250,000 rail workers, arbitrators were limited to one offer or the other. The contracts were to go into effect unless vetoed by President Bush by Aug. 2.

"This process has taught me not to be surprised at any development," said BLE General Chairman Ronald E. Wiggins. "Until we get a clear signal from the White House that the binding arbitrator's decision will not be vetoed, we must prepare for a second lockout by Amtrak if Bush shoots down the binding arbitration."

The BLE contract provides for a lump-sum payment of $2,000 and a 5 percent pay increase effective the date the contract is signed. Workers would receive a 17 percent increase over the next three years. Coupled with this year's increase and lump-sum payment, BLE members would gain 20 percent in wages over four years, their first raises since 1988.

Amtrak Machinists, meanwhile, were saddled with the settlement recommended by a presidential emergency board, although IAM members at rail freight carriers gained premium and skills differentials not included in the board recommendations, IAM Vice President John Peterpaul said.

Mark Filipovic, assistant railroad coordinator for the IAM, said he was "frustrated" that Amtrak's intransigence paid off. Both decisions impose a medical plan that requires deductibles and co-payments, although the freight carrier plan can be renegotiated when the contract expires in four years.

Several other rail unions agreed to contracts rather than to submit their disputes to binding arbitration.

The Maintenance of Way Employees on July 24 ratified new contracts with Conrail and Amtrak covering 5,200 workers. The agreements expand on presidential emergency board recommendations for wages and bonuses, as well as limit the expansion of work assignments and seniority districts recommended by the boards.

Earlier, the Joint Council of Carmen — representing some 2,500 members of the Transportation Communications Union and the Transport Workers Union — approved an agreement with Amtrak that improves upon the recommendations of the presidential emergency board, particularly in the area of retroactive wage increases. That settlement, ratified by a 1,263-394 vote, was reached prior to the June 24 lockout.

The Train Dispatchers rejected a proposed settlement with Amtrak by an 88-18 vote. That proposal offered a retroactive wage increase in exchange for work rule changes. The parties were in the process of selecting an arbitrator.

The nationwide lockout was engineered by the major freight carriers after 1,347 IAM members struck CSX Corp. The carriers locked the workers out in an attempt to steamroll Congress into imposing the recommendations of three presidential emergency boards on rail workers, as Congress did in 1991.

Instead, Congress adopted the plan with last-offer arbitration, which called for selection of an arbitrator by each side and a third "super" arbitrator chosen by both.

# UNION NEWS

Jack Miller/Miller Photography

**Steelworkers President** Lynn Williams speaks to retired LTV workers from Pennsylvania and Indiana, who traveled to New York City July 13-15 to demonstrate outside U.S. Bankruptcy Court.

# LTV accord underlines job security

**By James B. Parks**

The Steelworkers and LTV Steel reached a tentative agreement that takes a major step toward reviving the bankrupt company and ensuring the security of 14,000 union workers in six states.

"The union negotiating team convinced the company to back off the huge wage and benefit cuts it had been demanding and to recognize the sacrifices the members had made to keep LTV afloat through six-plus years of bankruptcy," said Anthony Rainaldi and Jack Parton, the USWA's chief negotiators.

"Not to have done so could have been fatal. The result was that collective bargaining worked. This means our active members can look forward to secure employment and both our active and retired members will receive the benefits to which they are entitled and for which they have worked so hard," they said.

USWA members will vote by secret mail ballot with votes counted on Sept. 4, the union announced. Meanwhile, U.S. Bankruptcy Judge Burton Lifland will hold a hearing Aug. 12 on the agreement. The contract becomes effective on the date Lifland issues an order regarding LTV's reorganization. It expires June 1, 1994.

The July 16 agreement came shortly before Lifland was expected to begin consideration of a company request to terminate the existing labor agreement.

"This is a short-term agreement designed to get LTV out of Chapter 11," Rainaldi and Parton said. "The termination date is only 10 months after the expiration date of contracts we have with other major producers, and it will position LTV for the next round of across-the-board bargaining."

Specifically, the agreement calls for the workers to own 7 percent of the company stock, as well as to gain a seat on the board of directors.

The pact also calls for increases in pension payments for all 30-year employees and guarantees a minimum lifetime benefit of up to $1,000 a month for a 30-year employee 55 years of age. Those who retire at 62 would receive at least $1,500 a month for a year and a minimum of $1,100 a month for life.

Under the agreement, current and future retirees would retain all pension and insurance benefits. Payments to surviving spouses also would be increased.

The company would offer an optional managed care health program that provides a cash bonus for participants along with full coverage of most services and no claim forms.

Persons retiring on immediate pensions would keep their health insurance no matter what age and the company would continue its 50 percent payment of optional medical coverage for retirees.

There would be a $250 million union lien on company property to secure retiree insurance benefits and payments to the defined contribution pension plan enacted after LTV entered bankruptcy.

The agreement would increase from $5,500 to $8,800 the amount that retirees can earn without a reduction in their pensions.

Employees of Erie Mining, LTV's iron subsidiary, would receive special pension gains under the contract.

In the workplace, the agreement calls for a reduction of 218 jobs through attrition with buyouts of up to $25,000 for employees eligible for retirement.

# Police union delegates endorse Clinton

**Houston**

Delegates to the 12th convention of the Police Associations embraced Democratic presidential candidate Bill Clinton, voting unanimously to endorse him.

"As president, Bill Clinton will provide support for our police officers and leadership for our communities as we join together to fight crime and drugs," said Police Associations President Robert Kliesmet.

"The simple truth is George Bush is a weekend warrior in his war on crime. The war on crime needs a full-time commander-in-chief — Bill Clinton," he said.

In an address to the convention, Clinton called for prison reforms like those in Arkansas, designed to decrease the number of repeat offenders.

Kliesmet and Secretary-Treasurer Sam Cabral were unanimously reelected. Two new international vice presidents, Cecil Riley of Region III and Jim Mathis of Region I, also were elected.

Delegates also voted to raise per capita by 35 cents, from $1.75 to $2.10 per month, to help finance a new computerized system for collective bargaining and legal services, and to hire a legislative counsel and public information officer.

The computerized system, which will be in operation by Jan. 1, 1993, includes IUPANET, a network complete with national police wage and benefit information, demographics, a wage-and-benefit analysis program and other information.

Each IUPA local would be able to access the information at any time from the headquarters via modem.

"IUPANET would be the single most sophisticated collective bargaining database in the country," said Kliesmet. "The headquarters will be equipped with additional computer mainframes, fax machines and computers particularly for this program."

IUPASERV, another aspect of the program, would entitle each affiliate to legal representation.

Aitchison, Hoag, Vick and Taranito, a Portland, Ore., law firm noted for representing police, will coordinate legal services including screening and providing resources and training for local attorneys.

California, Texas and Ohio have been chosen as test sites while the program is developing.

Delegates agreed to joint organizing efforts between IUPA and the Marine Engineers District 1. MEBA would be the service provider for the locals while IUPA would represent the workers, the union said.

The convention also approved the affiliation of Raes Security and Safety Union of Riyadh, Saudi Arabia.

# Attendants gain IAM contract at Continental

**By Candice Johnson**

Some 7,000 flight attendants at Continental Airlines have a union again for the first time since 1984 after ratifying a contract negotiated by the Machinists.

The four-year agreement provides wage improvements of up to 15 percent over the contract term and an extension of the pay scale, as well as gains in job leave, education benefits and job bidding.

The attendants were part of an unaffiliated union when Continental, under the command of Frank Lorenzo, filed for federal bankruptcy protection in 1983 and threw out its collective bargaining agreements.

The attendants voted to merge with the IAM a year later and that action was certified by the National Mediation Board in 1990. Continental's operations remain under federal bankruptcy court protection.

Meanwhile, Northwest Airlines is looking for $500 million in concessions from its Air Line Pilots over the next five years, ALPA said, although the pilots' contract does not open for amendment until March 1994.

The union, which represents some 5,500 pilots, is reviewing Northwest's financial situation to determine what action should be taken. ALPA also stressed that all of the company's stakeholders should make concessions if the pilots do so. The carrier lost $317 million last year.

ALPA would consider profit sharing, partial ownership and stronger job security measures as part of its package, the union said, as opposed to accepting an outright cut of wages and benefits that could reach 17 percent by the carrier's estimate.

Negotiations between Northwest and the IAM are continuing, with the contract covering 26,000 workers now open for amendment.

The 8,600 flight attendants, members of the Teamsters, have not yet been pressed for concessions, the IBT said.

In other industry developments:

- Negotiations between the Flight Attendants and Alaska Airlines, conducted with the assistance of federal mediators, were recessed after a week of hard bargaining indicated little progress. AFA said the talks are lagging over management demands for cuts in vacation benefits, restrictions on scheduling and health care cost increases. AFA represents some 1,500 Alaska attendants.
- United Airlines is attempting an end-run around AFA members by seeking to establish a new flight attendant base in Paris and not assigning AFA members to the new duty.

A stay blocking the base's opening while court proceedings continued was overturned by a federal appeals court. A full hearing is set for the week of Aug. 10.

- The Transportation Department has begun a review of the 67-year-old Railway Labor Act, which oversees labor relations in the rail and airline industries.

## UNION YES ✓ Sporting Goods

*(List may not be complete)*

| UNION | COMPANY | ITEM |
|---|---|---|
| ACTWU | Alleson of Rochester, Inc. (Don Alleson)<br>Bike Athletic Co.<br>Pyramid Outerwear Corp.<br>Buccaneer Mfg. Co. *(West Wind)*<br>Omnisport *(Deerfoot, Omnisport)*<br>Maple Mfg. Co. | Athletic jackets |
| | Buccaneer Mfg. Co. *(West Wind)*<br>Alleson of Rochester, Inc. *(Don Alleson)*<br>Bike Athletic Co. | Jerseys *(baseball, football, softball)* |
| | Bike Athletic Co.<br>Maple Mfg. Co.<br>Manchester Knitted Fashions, Inc. *(MKF)*<br>Van Baalen Pacific Co.<br>H. Cotler Co. | Athletic pants |
| | Maple Mfg. Co.,<br>Dehen Knitting Co. | Athletic shirts |
| | Alleson of Rochester, Inc.<br>Bike Athletic Co.<br>Manchester Knitted Fashions, Inc. | Athletic shorts |
| | Dehen | Cheerleader's skirts, sweaters |
| | Alleson of Rochester, Inc.<br>Empire Sporting Goods Mfg. Co.<br>Hutch Sporting Goods, Inc. *(Hutch, George Reach)*<br>Rawlings Mfg. | Athletic uniforms |
| | Brunswick Corp. | Bowling, golf and sport bags<br>helmets *(all types)* |
| | Athletic | Baseball, football helmets<br>athletic supporters |
| | Hutch Sporting Goods *(Hutch, George Reach)* | Baseball, football motorcycle helmets |
| | MacGregor Riddell | Baseball, football helmets |
| | Pioneer Aerospace Corp. | Parachutes |
| | Outdoor Venture Corp. | Tents |
| | Rawlings Mfg. | Baseball, football, basketball and soccer equipment |
| | Wilson Sporting Goods | Footballs |
| | Bike Athletic Co. | Football equipment |
| Allied Industrial Workers | Pro Group | Golf clubs |
| | Newell Coach | Custom motor homes |
| | Gregor Boat Co. | Welded aluminum fishing boats |
| United Garment Workers | M. Fine & Sons *(5 Brother, Dakota, Mighty Mac, McGregor, L.L. Bean, Dee Cee, Cabelas)* | Sport shirts, hunting and fishing apparel, men's sport shirts |
| | King Louie International, Powers Mfg. | Sportswear |
| | Carhartt, Inc. | Hunting apparel, sweatshirts and pants |
| | Chase Bag Co.- Division of UnionCamp *(Chaseline)* | Duffel bags, sports bags |
| IUE | Ben Pearson | Archery equipment *(bows, arrows, quivers, etc.)* |
| Leather Goods, Plastics Novelty and Service Workers | Ebonite Co. | Bowling balls, gloves and shirts;sport towels, head bands |
| | Buxton/Dopp | Backpacks |
| Machinists | Brunswick Bowling & Billiards Corp. | Bowling equipment |
| | Weatherking Products | Swimming pools |
| | Gared Sports, Inc. *(subdivision of Nixdorff-Krein Mfg. Co.)* | Basketball equipment |
| | Ron-Vik, Inc. | Ski bindings |
| | Sherwood Drolet Corp. Ltd *(subdivision of Adirondack-Sherwood, Inc.)* | Hockey sticks |
| | Huffy Corp. | Sports equipment, fishing tackle |
| | Thor Industries, Inc. | Recreational vehicles |

*(List may not be complete)*

| UNION | COMPANY | ITEM |
|---|---|---|
| Machinists (Cont.) | Trans-For-Metal, Inc. (subdivision of Les Industries Dettson, Inc.) | RV frames |
| | Vic Franck's Boat Co., Inc.<br>Bertram-Trojan, Inc. | Pleasure boats |
| | Murray Chris-Craft Cruisers, Inc. | Cruiser boats |
| | Weeres Ind. Corp. | Pontoon and paddle boats |
| | Survival Systems Int'l, Inc. | Fiberglass boats |
| | Mirro Corp. | Aluminum boats |
| OPEIU | Spaulding | Golf balls, golf clubs, basketballs, softballs, tennis balls, tennis rackets |
| Rubber Workers | Canstar Sports Group *(Gamebridge Division)* | Hockey skates, ski boats |
| | GenCorp/Penn Athletic Products | Tennis and racquet balls |
| | Ken Sporting Goods | Life vests, water ski jackets, boat cushions |
| Teamsters | Brunswick Corp. | Boating equipment and accessories |
| | Canstar Sports USA, Inc. | Hockey equipment |
| | Canvas Specialties, Inc. | Canvas tents and tarpaulins |
| | Eppinger Mfg. Co. | Fishing lures |
| | Gared Sports, Inc. | Recreational and basketball equipment |
| | Harvard Sports, Inc. | Pingpong tables, dart board cabinets |
| | Harvey's Skin Diving Supplies, Inc. | Skin diving suits, water sports apparel |
| | Hillerich & Bradsby Co. | Aluminum baseball bats |
| | Jansport, Inc. | Backpacks |
| | Olin Corp. *(Winchester)* | Ammunition |
| | Pacific Trail, Inc. | Sports apparel |
| | Rawlings Sporting Goods | Sporting equipment |
| | Seaspray Sharkline, Inc. | Portable swimming pools |
| | Thompson Boat Co. | Inboard and outboard motorboats |
| | Yakima Tent & Awning Co. | Wall tents |
| UAW | LML Corp. | Riviera Cruiser pontoon boats |
| | North & Judd, Inc. *(Anchor, Wilcox-Brittenden)* | Marine and horse hardware |
| | Hillerich & Bradsby *(PowerBilt, Louisville)* | Golf clubs, hockey sticks |
| | Charles Rice | Boat covers |
| | FNT | Fish net and twine, tennis and volleyball netting |
| | Colt | Small handguns, sport rifles |
| | Remington Arms *(DuPont)* | Clay pigeons |
| USWA | Coleman | Tent campers |
| | Aladdin | Stainless steel vacuum bottles, foam insulated mugs |
| | Hillerich & Bradsby *(Louisville Slugger)* | Softball and baseball bats |
| | Powerbilt | Golf clubs |
| | Huffy | Trail bikes |
| | Redfield | Gun scopes |
| | Titmus | Optical sports and sun safety glasses |
| United Textile Workers | Gudebrod, Inc. | Fishing line |
| | Wilson Sporting Goods Co. | Golf bags, balls |
| | Algoma Net Co. | Sport bags |
| | Carron Net Co. | Fishing and sport nets |
| Woodworkers of America | Vulcan/Brunswick | Bowling pins |

# IAM joins electric car consortium

## *Partnership provides 5,400 good jobs*

**By James B. Parks**

A unique partnership spearheaded by the Machinists could create new, well-paying jobs for up to 5,400 laid-off aerospace workers.

CALSTART, a non-profit consortium of labor, industry, university and public agencies, received the keys to a closed Lockheed manufacturing facility in Burbank, Calif., on June 8, enabling it to use 150,000 square feet of the plant rent-free for two years. Working with CALSTART, the recently formed Amerigon Co. will build on-site a showcase electric vehicle along with at least 30 parts manufacturers.

Amerigon and IAM Districts 727 and 720 matched a list of the skills needed to design and build the car with the proficiency of laid-off aerospace workers. The workers will begin work in mid-August when the factory is completely tooled.

The skills matching is a "significant move towards conversion of factories from war to peace-time industry," said IAM President George J. Kourpias. "The IAM is on record proposing a U.S. conversion policy for more than 15 years to protect American workers from the devastating boom and bust cycles of the U.S. defense industry."

### Hope for displaced workers

If the Amerigon prototype and other CALSTART transportation projects are successful, it could mean jobs for some 55,000 former aerospace workers by 1998, IAM international representative Lou Kiefer said.

In the last four and a half years, 60,000 workers in California alone have lost jobs in the aerospace industry and another 90,000 in related industries.

The new jobs would result from the scramble by car makers to meet mandated California guidelines for some 200,000 zero-emissions cars by the year 2003 and some 800,000 worldwide, he said.

The IAM is the driving force behind a CALSTART data base that cross-matches skills and provides cutting-edge technology and model labor agreements, Kiefer said. The goal is to forgo a low-wage strategy in favor of collective bargaining agreements that emphasize quality and productivity in exchange for good wages and job security, he said.

The labor agreements, which are in the planning stages, would have as a cornerstone a new approach to costing out the price of producing each individual part, including labor costs and profit margins, Kiefer said. The profit and labor cost would remain the same throughout the contract and any increase in productivity would be used to reduce the price of the component to increase the company's competitiveness.

CALSTART includes more than 20 organizations, primarily businesses, that share skills and plans to create an advanced transportation system and to develop new ways of production, Kiefer said.

Jim Quillin, executive secretary-treasurer of the California Congress of Machinists, represents the union on the CALSTART board.

# BCT credits rank and file in Stover win

**Montrose, Colo.**

The Bakery, Confectionery and Tobacco Workers credited rank-and-file union members as the key in organizing nearly 500 workers at a Russell Stover Candies plant here during a 10-week period.

"We couldn't have won without the rank-and-file organizing approach and it surely would have taken much longer without it," said BCT Director of Organizing David Durkee.

Durkee described the Russell Stover organizing effort as the first major experiment in the three-phase rank-and-file organizing program at the union. Phase one is training, then the organizers leave their shops and work on a campaign. The process is completed with the representation election.

"We brought in members from Local 430 in Cookeville, Tenn., who are employed by Russell Stover and also are participating in the program," Durkee said. "They had already gotten the necessary training for organizing. The timing was great because they were not only trained, but they worked for the same employer."

The rank-and-file approach also was ideal in the Russell Stover case because of the large number of part-time workers, with the work force ranging anywhere from 450 to 750, depending on the time of year.

The small community is a tourist and hunting haven in the Colorado mountains. "Unions were foreign to many of the workers, but fortunately the workers were able to bond with their fellow workers from the Russell Stover plant in Tennessee," according to BCT Vice President Thomas Mangone, who led the campaign.

The company used the normal scare tactics, threatening a shutdown and deferral of wage increases. "It was a tough campaign but we had the assistance of three regions, the international, and two locals," Mangone said.

Rallies, picnics and meetings were held to allay the workers' fears through the classic call of solidarity: you are not alone. A Freedom Van adorned with American flags, hats, shirts, Union Yes stickers and sun visors became the meeting place for workers.

BCT union members are selected from across the country to participate in the organizing program. While the union's goal was 420 for the year, over 460 union members are currently participating and three more training sessions are scheduled for this year.

# URW ratifies pact at Bridgestone

**Nashville, Tenn.**

Following a two-week strike and renewed negotiations, Rubber Workers at Bridgestone Rubber Co. ratified a new three-year agreement.

Members of URW Local 1055 voted for the settlement by a 93 percent margin. The Bridgestone plant employs 1,740.

The contract provides cost-of-living increases, partly based on productivity; switches work schedules to 12 days and institutes a managed health care system.

Union members ended their two-week strike after Bridgestone management agreed to draft a new contract proposal and begin negotiations with a "clear slate."

## Inbrief

# Elections, Clinton top Distillery agenda

**Toronto**

Delegates to the Distillery Workers convention unanimously endorsed Gov. Bill Clinton for the Democratic nomination for president.

The convention re-elected President George J. Orlando and Secretary-Treasurer Elvira L. Catalli to their second full four-year terms. The 114 delegates re-elected nine vice presidents and three international auditors.

Putting a priority on efforts to sustain organizing campaigns, the convention voted an increase of 20 cents in monthly per capita payments to bolster the union's general fund and organizing activities.

Delegates also approved changes in the strike fund financing to increase benefits by 50 percent.

AFL-CIO Secretary-Treasurer Thomas R. Donahue commended delegates for their endorsement of Clinton and declared that "President Bush has not departed from the anti-worker agenda of his predecessor."

Other convention speakers included Robert Harbrant, president of the AFL-CIO Food and Allied Services Trades Department; Organizing and Field Services Director Joe Shantz; Union Privilege President David Silberman; Dick Martin, executive vice president of the Canadian Labour Congress; and Fred Meissner, president of the Distilled Spirits Council.

# Union changes name to add 'service'

**Atlantic City, N.J.**

Delegates to the Leather, Plastic and Novelty Workers convention passed a number of constitutional amendments, including one to change the name of the union.

The convention agreed to rename the union the International Leather Goods, Plastics, Novelty and Service Workers' Union, AFL-CIO, reflecting the need to expand its organizing into the service sector.

Delegates re-elected Domenic DiPaola as president and elected Andrew McKenzie as secretary-treasurer. McKenzie had been appointed by the union's executive board in September 1990 to serve until the convention.

Resolutions called for more union-made products, a ban on "permanent replacements" for striking workers, and for opposition to the proposed North American Free Trade Agreement.

The keynote address was given by New Jersey State AFL-CIO President Charles H. Marciante. Other speakers included Dan DeLuca of the Bill Clinton campaign.

# South Dakota raises per capita by nickel

**Sioux Falls, S.D.**

Delegates to the South Dakota AFL-CIO convention voted to raise per capita a nickel beginning next Jan. 1.

The convention also passed a variety of resolutions, including support for rail unions and for family farmers.

Jack E. Dudley was re-elected for a four-year term as president and financial secretary. Elected for two-year terms were First Vice President John E. Hansen, Second Vice President Charlie Good and Vice Presidents Paul Aylward, Randy Flanagan, Dennis Nielsen, Gary Job, Doug Zastrow, Curt Soehl and Dave Clauson.

Addressing the convention were U.S. Sen. Thomas A. Daschle (D-S.D.); U.S. Rep. Tim Johnson (D-S.D.); AFL-CIO COPE Director John Perkins; AFL-CIO Region XII Director Ray Francis; AFL-CIO COPE Region XII Director Randall Kiser; Minnesota AFL-CIO President Bernard L. Brommer; Nebraska AFL-CIO President Gordon L. McDonald; North Dakota AFL-CIO President David Kemnitz; and Dallas Tonsager, president of the South Dakota Farmers Union.

# Health care focus of Ohio convention

**Cincinnati**

Delegates to the Ohio AFL-CIO convention questioned candidates for state offices about universal health insurance legislation pending in the Ohio state legislature.

The delegates passed a resolution supporting the legislation, as well as resolutions on civil rights, voter rights and education reform.

The federation included a workshop called Communicating Our Differences in the Workplace, which emphasized communication differences between men and women.

Speakers at the convention included: William Lucy, AFSCME secretary-treasurer; Charles Deppert, president of the Indiana AFL-CIO; Kenneth Coss, president of the Rubber Workers; Vern Riffe, speaker of the Ohio state House; and Robert Gorman, candidate for the state Supreme Court.

# Idaho AFL-CIO endorses candidates

**Boise, Idaho**

Delegates to the Idaho AFL-CIO convention appointed a new board member and endorsed candidates for major offices.

Machinist Wally Wright of Local 1993 was selected as the new board member for southeast Idaho. He replaces IAM member John Carlson who was appointed by Gov. Cecil D. Andrus (D) as a Bannock County Commissioner.

The convention endorsed current Democratic Rep. Richard H. Stallings for the Senate, along with current Democratic Rep. Larry LaRocco for reelection and J.D. Williams for Stallings' seat in the House.

In addition, endorsements were made for the state legislature. Andrus, Stallings, LaRocco and Williams spoke at the convention.

Delegates passed resolutions opposing a proposed 1 percent property tax; urging Congress to settle the question of wilderness usage; and urging the Department of Energy to use current workers to aid the shutdown and cleanup of the state's nuclear facility.

Others addressing the convention included Dallin Reese, northwest president of the National Farmers Union, and Chuck Barnes, vice president of the Laborers.

# Operating Engineers sign in 3,500 nurses

An independent professional union representing 3,500 nurses and other health care professionals has voted overwhelmingly to affiliate with the Operating Engineers.

Members of the union, known as JNESO, ratified the affiliation by nearly 3 to 1 in a mail ballot election conducted by the New Jersey Board of Mediation. JNESO's members are employed in hospitals and other health care facilities in New Jersey and Delaware.

JNESO's expertise in the health care field "will be a welcome addition and resource in our efforts to bring union representation to workers in hospitals and other health care facilities nationwide," said IUOE President Frank Hanley.

Pointing to the advantages of affiliating with IUOE, JNESO President Diane Prestwood said "the affiliation will result in better services and increased resources for our members and a period of exciting growth."

She also noted the IUOE played "a major role in the successful court fight that overturned restrictive bargaining unit rules and allowed for specific units for representation purposes in hospital facilities."

The National Labor Relations Board decision, upheld by the U.S. Supreme Court, designates eight specific bargaining units in hospital facilities, stopping employers from abusing unit determination as a method of delaying union representation for workers. Several affiliated unions joined the AFL-CIO in court actions supporting the NLRB unit determination.

# Mademoiselle workers gain first ILGWU pact

After a six-year struggle, workers at Mademoiselle Knitwear in Brooklyn, N.Y., signed their first contract as members of the Ladies' Garment Workers.

The three-year contract, ratified June 9, covers nearly 500 workers at Mademoiselle, which is the largest apparel manufacturing facility in New York City.

The contract provides comprehensive medical insurance including family coverage; a 3 percent wage increase each year; grievance procedure and job security provisions; one week's paid vacation after the first year of employment and three weeks after seven years, and two additional paid holidays.

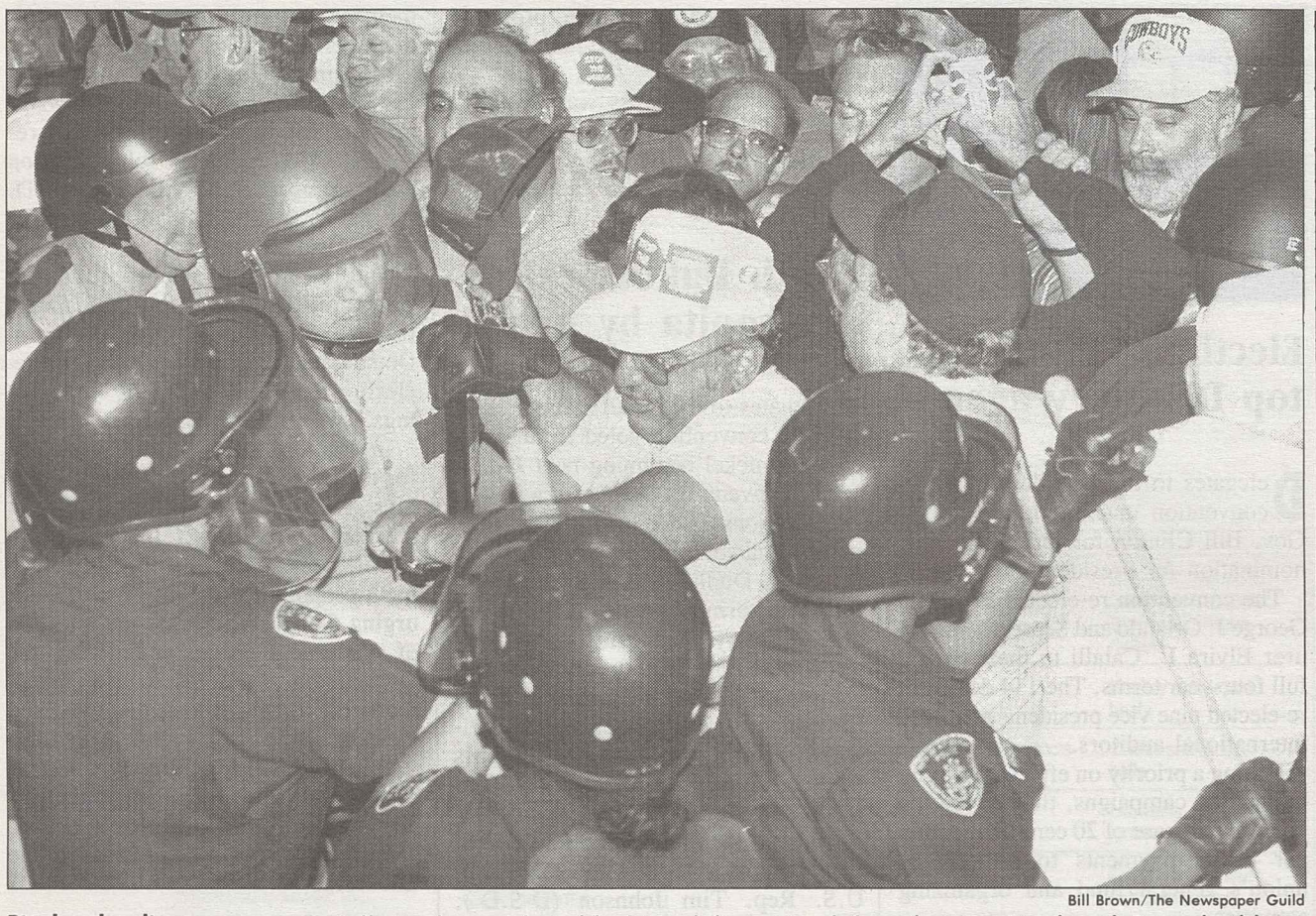
"After many years, Mademoiselle's workers have finally achieved real union representation and can begin enjoying a host of benefits stipulated in this historic contract," said ILGWU Local 155 Manager Norman Lewis.

Mademoiselle workers initially contacted the ILGWU eight years ago, complaining that the unaffiliated Local 17-18 was a "company union."

The ILGWU began signing up workers but a 1990 election was challenged after a close vote and a majority was ruled for no-union. The ILGWU began again in 1991 on the campaign that led to the victory and first contract.

"After much struggle by the workers at Mademoiselle and a tremendous showing of solidarity, Mademoiselle's management has recognized that a good relationship with a union of the workers' choice will enable the company to produce and prosper — even as it shares the fruits of prosperity more fairly with the workers through the contract," said ILGWU Executive Vice President Edgar Romney.

"The contract is proof of the positive benefits that can be achieved through the collective bargaining process."



Bill Brown/The Newspaper Guild

**Pittsburgh police** try unsuccessfully to clear pickets blocking delivery truck from leaving Pittsburgh Press building.

# Pittsburgh rallies around Press strikers

**Continued from Page 1**

Committee, coordinated by Joe Shantz, the AFL-CIO's director of organizing. Steelworkers President Lynn Williams, IBT Secretary-Treasurer Tom Sever, Pennsylvania AFL-CIO President William George and Allegheny County AFL-CIO President Paul Stackhouse provided strong assistance and support for the strikers, Shantz said.

Frontlash, the AFL-CIO's youth arm, has organized the Press youth carriers who would lose their jobs under the new distribution system. About 350 carriers and their families rallied last month in front of a Pittsburgh Toys R Us store to protest ads the company is running in a separate mail-delivered scab newspaper.

The federation's Community Services Department also is providing logistical support for assistance programs such as financial counseling.

In a show of community support, some 12,000 people attended a candlelight vigil and rally July 28.

"They took on the wrong city," newspaper delivery driver Sid Gillis told the Associated Press. "We're going to show the nation unionism is not dead."

In an open letter to the Scripps family and stockholders, striker T.R. McCleary lambasted the Press management and decried the damage they had done to the paper and the city.

"You're obviously trying to break the unions in Pittsburgh, but the public will never stand for it. They will not buy your product and will not stand for how you have treated people who've given their lives to the Pittsburgh Press," McCleary wrote.

Area political leaders also joined in backing the strikers' cause. Citing public safety concerns, the mayor of suburban Brentwood, James Joyce, closed the distribution center in his town for seven days.

"This is just a small town disguised as a big city, and the people here look after their own," said City Council President Jack Wagner. "People are fighting harder than ever for their jobs."

"We feel confident we have the community's support," Brown said. "Our morale is good."

Meanwhile, the strikers published the first edition of its alternative newspaper, the Greater Pittsburgh Advertiser, which received widespread public acceptance.

About 600 members of Teamsters Local 211 struck the paper May 17 after months of futile negotiations, unfair working conditions and threats of layoffs. The company responded by stopping publication and locking out the other unions.

The strike began on the day the Press planned to unilaterally institute a new delivery system for the Press and the Post-Gazette. The Press has said it wants to replace 4,500 youth carriers with adult carriers who would pick up the paper at centralized points, throwing some 450 IBT-represented drivers out of work.

Joseph Mullinero, president of Local 211, said the union recognizes that there must be some job reductions under the new delivery system. "There has to be a reasonable number, but 450 is not reasonable."

Besides the IBT, the unions involved include printing pressmen, paper handlers and plate makers from the Graphics Communications Union, a mailers local and typographical division of the Communications Workers, Service Employees, Electrical Workers, Operating Engineers and Machinists. The Newspaper Guild, which supports the Unity Council, represents workers at the Post-Gazette, but not at the Press.

# Study: Mental stress contributes to injuries

A new study of video display terminal (VDT) users indicates that psychological factors contribute to repetitive strain injuries.

Researchers from the National Institute of Occupational Safety and Health studied 533 employees of US West Inc. at the request of the company and the Communications Workers.

The evidence that mental stress contributes to repetitive strain injuries such as back, neck and wrist aches was called "significant" by a NIOSH spokeswoman. Researchers concluded that stress over monitoring and fear of job loss contribute to injuries even when proper equipment is used to avoid VDT users' musculoskeletal disorders.

"For nearly a decade, CWA has said that member VDT repetitive motion illnesses were promoted and caused not only by poorly designed VDT workplaces, but also by poor work designs and organizational factors," said CWA President Morton Bahr. "Clearly, the NIOSH study demonstrated the need for employers' provision of ergonomic VDT workplaces and, thus, supports CWA collective bargaining language calling for well-designed VDT work environments."

The study focused on how physical and work organization affects upper extremity repetitive motion illnesses. Researchers found symptoms exhibited by directory assistance operators, service representatives, loop provisioning center workers, recent change memory administration center employees and centralized mail remittance workers in Denver, Minneapolis-St. Paul and Phoenix.

Nearly a quarter of US West workers surveyed showed symptoms, with 15 percent suffering tendon-related disorders and 12 percent suffering from hand/wrist problems.

Among the psychosocial factors outlined by the researchers were increasing work pressure, lack of job diversity with little job decision-making opportunity, high information processing demands, surges in workload, uncertainty about one's future, lack of coworker and supervisor support.

The NIOSH researchers recommended several injury prevention measures, including:

- The continuation of the joint CWA-US West ergonomics committee.
- Basing the purchase of workstation equipment on that panel's recommendations.
- Visual testing for VDT users at prescribed intervals.
- Consideration of work organization measures and changes in the psychosocial work environment to address workers' fears.
- Making available prompt medical evaluations for employees without fear of reprisal.

# Carey assails U.S. meddling in IBT affairs

By Colleen M. O'Neill

Teamsters President Ron Carey blasted efforts by the federal government to continue and expand control over IBT affairs.

Citing numerous reform steps and the parameters of a 1989 consent decree, Carey said the Justice Department was taking "the wrong move in the wrong direction at the wrong time."

"We had a democratic election," Carey said. "Now it's time for the government to let the members and their elected leaders run this union."

AFL-CIO President Lane Kirkland weighed in immediately:

"In a democratic society, the government cannot be allowed to control a trade union," Kirkland said. "The government-supervised, membership election of Ron Carey ended the last excuse for making the International Brotherhood of Teamsters an exception to that rule.

"The AFL-CIO, on behalf of all of its affiliates, supports the Teamsters' efforts to stop the government from expanding its role in the union's internal affairs."

Carey and Kirkland spoke July 29 in the wake of a Justice Department petition filed in U.S. District Court for the Southern District of New York. Despite the terms of the 1989 consent decree, the federal government is now asking for an extension and expansion of its authority.

The 1989 agreement provided for court-appointed overseers to examine the union's ties to organized crime and to hold the union's first rank-and-file elections. It also called for scaling back the government's role within nine months of certification of those elections. The government would be limited at that time to participation in an Independent Review Board (IRB), along with a union representative and an agreed-upon neutral party.

Under the consent decree terms, "the next step is for the government to start reducing its role," Carey said. "That was the agreement the government made, and that is what the government should do."

Instead, the Justice Department has asked for greater authority over IBT affairs, the union says. In particular, the government seeks:

- Greater influence for its IRB member by allowing any member to act alone — despite the decree's provision for majority rule — thus potentially giving the government member the unilateral authority to call for investigations and unlimited authority to spend union money on staff and expenses.
- The right for the IRB member to send a representative to any Teamster local union or joint council meeting, no matter what topic is under discussion — including collective bargaining and other internal matters.

"We reject any effort to expand the government's role beyond the agreement," Carey said. "We are cleaning up our own house. We should be given the chance to do what we were elected to do."

Since taking office in February, Carey and the new General Executive Board have established an internal ethics committee to investigate misconduct and corruption, strengthened collective bargaining, placed a number of locals under trusteeship and implemented strong controls over union spending.

FOCUS

# Smokey Mountain: a vivid snapshot of child labor

By Muriel H. Cooper

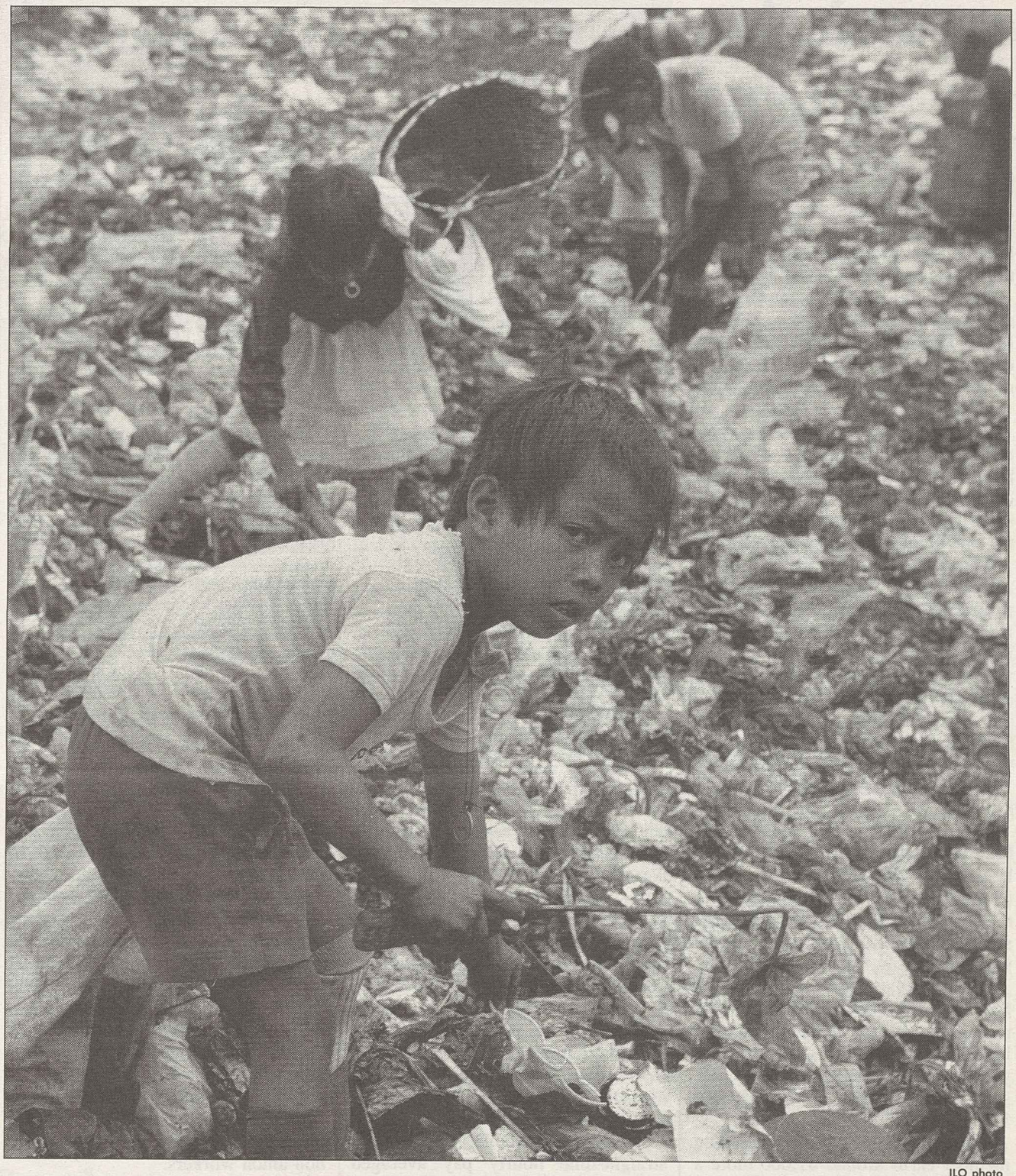
The air is foul and the ground a collection of environmental and human waste.

But to hundreds of children in the Philippines, scavenging Smokey Mountain's filth and squalor means a few sweets, new clothes or rice with fish for the family's dinner.

Smokey Mountain is a 45-year-old dump that has served as the source of quick cash for three generations of Filipino children. The smoldering mound of garbage is nearly 50 acres in area, about the size of the Statue of Liberty Park in New York City, and rises to about 48 stories in height.

Typically dressed in old rubber boots, stockings long enough to cover the knees, shorts, oversized shirt and a cap, carrying a bent wire probe and basket, the child stands about ankle deep in garbage, unfazed by the flies and smoke, waiting as garbage trucks back up and dump scraps and stench.

Then, with the same joy that might accompany breaking open a piñata, the children scramble to find what some Americans put in their recycling boxes — plastic, glass, aluminum and metals.



ILO photo

**Children scavenge** for valuables in a mountain of garbage in the Philippines.

## A growing world problem

Smokey Mountain is but a microcosm of the major international problem of child labor. As many as 25 percent of all children between 10 and 14 are working in many regions of the world. And the United States is not immune to this scourge.

"Among affluent developed countries, the United States has the highest rate of working children," according to the Children's Defense League. "The United States also holds the distressing distinction of having the highest injury rate among 15- to 24-year-olds."

Charles Gray, director of the AFL-CIO International Affairs Department, termed the use of child labor as "distressing and scary. But I'm also concerned that when other countries allow children in the work forces, it will encourage companies to use child labor in the United States."

Susan Gunn of the International Labor Organization defines child labor as "a condition of children being exploited or overworked or deprived of their rights to health and education, or just deprived of their childhood."

Smokey Mountain is a case study of children living in the brutishness of adult life and adult responsibilities. "The average age of the kids is about 11. They have dropped out of school and work in the heat of the sun for five to six hours a day," Gunn said.

"They are subject to being hit by bulldozers, garbage trucks, high lead levels, tetanus, bad burns and lung damage," she said. "They are paid by the weight of the garbage. The kids can make more per day than an adult factory worker. Nothing compares with it and parents don't want their kids to let it go."

## Reaching out to children

ILO Director General Michel Hansenne places the number of working children in the hundreds of millions. "And although the condition of child workers has worsened dramatically in recent years, and their number has certainly increased in many countries, few have yet developed comprehensive plans to deal with this serious and difficult problem," Hansenne said.

The ILO, along with the Philippines Department of Labor and Employment and the Netherlands government, two years ago initiated The Pilot Project on Child Scavengers to provide protective services, education and recreational programs to the children and parents of Smokey Mountain.

The project coordinators identified 250 children through daily visits to the "Sabana," a sheltered place for children to learn. Today, more than 1,200 working children come to the small apartment located at the foot of the mountain to receive health care, vocational training, nutritious food and the opportunity just to be a kid and not a breadwinner.

"We have to change the mentality," said Gunn of the practice of children doing such work. "We cannot let the rest of the family live off the kids. Parents must see the value in education. There is no excuse for child labor."

Hansenne describes child labor as "the single most important source of child abuse and child exploitation in the world. There is a conspiracy of silence in the developing world on child labor encompassing children, their parents, employers and even governments."

## Some government action

Many governments, including Brazil, Peru, Egypt, India, Pakistan, Kenya, the Philippines and Thailand, are now actively seeking ILO advice and assistance in dealing with this problem, Hansenne added.

The Congress of the Philippines passed legislation July 22 intended to provide deterrence and protection against child abuse and exploitation, but in so doing also abolished any minimum age requirements for work.

"Apparently, the Philippines has decided to accept the reality of children working," said Phil Fishman, assistant director of the AFL-CIO International Affairs Department. "It's a bad precedent that may be imitated by other developing countries."

Agriculture still accounts for most child workers in the world. But experts predict that, by the turn of the century, more children will be involved in the urban informal sector, such as drug transportation and sales, prostitution and chemical manufacturing.

The United States has a problem with child labor in agriculture, particularly among immigrant families.

In Southeast Asia, tourists are turning to young child prostitutes as a source of enjoyment while hoping because of their young age, they are not a source of AIDS.

Italy, Spain and Portugal may have the highest numbers of child workers in Western Europe — most of Spain's nearly 100,000 child workers are on farms. Brazil has the greatest number of children in the Latin American work force. Twenty percent of all African youths are forced to work.

The ILO Convention 138 sets out a number of age standards for different types of employment and has been ratified by some 40 nations. The United States is among the nations that have not ratified this Minimum Age Convention.

# ECONOMY

## Union edge expands in pay, benefits

By John R. Oravec

Union members have widened their pay and benefits advantage over non-union workers, ranging from nearly $6 to $9 more an hour, according to the Bureau of Labor Statistics.

On average, private-sector employees working under a union contract in March 1992 were earning a total hourly compensation of $21.09 — or $5.87 more than the $15.22 paid to non-union workers.

For blue-collar workers the union advantage is even greater at $9.01 an hour more, the newly released BLS data showed. The hourly compensation averaged $22.02, compared with $13.01 for non-union blue-collar workers.

AFL-CIO economist John Zalusky noted that the overall union scale in private industry is 35 percent higher; for blue-collar workers, the union edge is 70 percent.

"On that basis, a union card is undoubtedly the best investment a worker can make," Zalusky said. And that higher pay rate pumps more money into the local economy with advantages "for every merchant up and down Main Street."

"Not only is it a solid investment in bringing a substantial return on higher hourly pay," Zalusky said, "the union contract provides far better benefits in the form of health care, vacations, pensions and medical insurance for the worker's family."

The aggregate union advantage of $5.87 an hour works out to about $235 more over a 40-hour week in wages and benefits, and $12,110 more over the year. For blue-collar workers, the union scale is $361 more per week and $18,662 annually.

Those figures show the average union member earns around $1,000 more a month, Zalusky pointed out. And according to a review of tax returns filed with the Internal Revenue Service, average monthly union dues are equivalent to 2.2 hours of pay, or about $50.

"Therefore, the union member gains around $950 every month for an average $50 investment in dues," he said.

In a supplemental report, BLS said that over the year ended in June total compensation for union workers increased 4.8 percent while rising only 3.9 percent for non-union employees.

Excluding benefits, average straight-time pay for union workers in March was $13.63 an hour, versus $11.21 for non-union workers. Over the preceding 12 months, hourly union wages increased 61 cents while non-union pay rose 43 cents. Based on a 40-hour term, the weekly increase for union workers averaged to $24.40, compared with $17.20 for non-union workers.

For union blue-collar workers, the straight-time hourly pay averaged $13.83, or $4.53 more than the $9.30 paid to non-union blue-collar workers.

The biggest advantage for union workers came in the benefits package, which totaled $7.46 an hour — nearly double the $4.01 that non-union employers meted out to their workers.

Union employers provided far more to their workers in every category of the benefits package — paid vacations and holidays, life and health insurance, pensions and savings.

For the first time, the BLS employment cost index provided a report on the pay and benefits of state and local government employees whose total hourly compensation averaged $23.49 — including $16.38 in wages and salaries and $7.11 in benefits.

In the private sector, the highest paid jobs were in the goods-producing industries where union workers earned an average of $23.01 an hour in wages and benefits, compared with $18.08 for non-union workers.

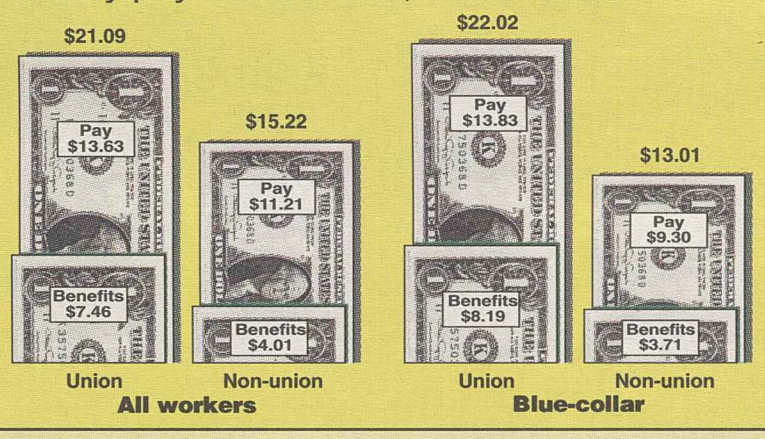
In service-producing industries, the union worker averaged $19.57 an hour while the non-union worker received $14.38.

The hourly compensation average for all workers varied by region: $18.84 in the Northeast; $16.26 in the West; $15.47 in the Midwest; and $14.52 in the South.

## Significant statistics

### Union advantage widens

Hourly pay and benefits, March 1992




A union card is the best investment a worker can make, the Labor Department's employment cost index shows. The union advantage in pay and benefits far outweighs the cost of union dues. In March 1992, union workers in the private sector earned almost $6 to $9 more an hour in total compensation than non-union workers. Over the year, union pay rose 61 cents an hour, while non-union pay rose 43 cents.

| Initial UI claims Week of July 11 | |
|---|---|
| Seasonally adjusted | 422,000 |
| Actual filings | 506,791 |
| Change over week | +111,466 |

| Consumer confidence | |
|---|---|
| July index | 61 points |
| Change over month | -11.6 points |
| **Housing starts** | |
| June (annual rate) | 1.17 million |
| Change over month | -3.2 percent |
| **Existing home sales** | |
| June (annual rate) | 3.36 million |
| Change over month | -2.9 percent |
| **Durable goods orders** | |
| June | $122.5 billion |
| Change over month | +2.3 percent |
| **Foreign trade deficit** | |
| May | $7.4 billion |
| January-May total | $29.1 billion |

AFL-CIO NEWSGRAFIC

## New layoffs add surge in jobless

New filings for state unemployment insurance benefits surged by 28 percent in the week ended July 11 as workers were stung by a flood of layoffs in the Midwest and South, the Labor Department reported.

In actual numbers, the department's Employment and Training Administration logged in 506,791 initial UI claims, an increase of 111,466 from the preceding week.

After seasonal adjustment, the UI filings were put at 422,000, an increase of 19,000 from the week ended July 4.

Four states — Pennsylvania, Tennessee, Michigan and North Carolina — each reported new claims rising by more than 10,000. Seventeen other states registered increases from 1,000 to more than 8,000.

North Carolina was hit with an increase of nearly 14,000 newly jobless workers following layoffs in the textile, apparel and furniture industries. Layoffs in the automobile industry caused Michigan's UI filings to rise by 13,300. Tennessee filings were up by 11,800 and Pennsylvania has an increase of 11,250.

Six other states had increases ranging from 5,000 to nearly 9,000 because of layoffs in manufacturing, food processing, construction and service industries. In that group were Missouri, Georgia, Florida, New Jersey, Indiana and Alabama.

ETA also reported that 3.1 million unemployed workers were drawing UI benefits in the week of July 4, along with 1.6 million long-term jobless who qualified for extended emergency compensation.

Analysts voiced concerns that the surge in layoffs will likely push the nation's jobless rate over the 8 percent mark. The June jobless rate rose to 7.8 percent with 10 million workers officially unemployed.

In other economic reports:

- Consumer confidence in the economy plunged 11.6 points in July to the 61-point mark — one of the sharpest month-to-month setbacks ever recorded by the Conference Board.

Returns from a survey of some 5,000 households across the country reflected deepening worries about the faltering economy, as well as financial and job security, the Conference Board said.

- Sales of existing single-family homes slipped 2.9 percent to a seasonally adjusted annual rate of 3.36 million, following 0.9 percent decline in May. The June resales also were down 3.4 percent from the year-ago month.

The median sale price was $105,100, rising by $3,000 from June 1991.

- Factory orders for durable goods orders rose 2.3 percent in June to $122.5 billion after declining 2.2 percent in May, the Commerce Department reported.

The June upturn was spurred by a 17.6 percent surge in orders for defense goods, the highly volatile component that plunged 27 percent a month earlier.

## Executive compensation disclosure backed

The Federal Accounting Standards Board has told the AFL-CIO it shares the federation's concerns regarding the disclosure of executive compensation on companies' yearly reports.

In a June meeting with AFL-CIO Employee Benefits Director Karen Ignagni, FASB Chairman Dennis Beresford expressed his intention to move toward requiring disclosure. He said the board had been discussing the issue for some time, Ignagni said.

He also indicated general agreement that such information — detailing the liability to a company of executive compensation arrangements — was an important aspect of evaluating firms for investors and others.

FASB is a private entity whose financial rules for publicly traded companies carry the weight of law.

In her May 27 letter, Ignagni had told Beresford "It is critical that investors be able to accurately gauge the present value of executive compensation packages being implemented today as well as future promises to senior officers in a firm.

"We believe that this information should be disclosed because it has a material impact on the financial condition of the firm," Ignagni said.

Recently released data show that executive pay reached new highs in 1991, despite the Bush recession. According to Business Week magazine, the CEOs of blue-chip companies pocketed an average of $2.5 million each with their salaries, bonuses and stock awards — an increase of 26 percent over their 1990 compensation level.

In a related matter, the Securities and Exchange Commission released proposed executive compensation and proxy reform proposals in late June. The proposals would require a company to provide charts showing total compensation of the top five officers over a three-year period, including salary, bonuses and stock options.

In addition, the company would have to provide a report outlining the rationale used to arrive at salary figures for the top five officers.

Steve Yarmola/AFL-CIO News

**Salvadoran trade union** leaders meet with Jim Baker, center, executive assistant to AFL-CIO President Lane Kirkland, and William C. Doherty, executive director of the American Institute for Free Labor Development. The Salvadorans expressed concerns about the peace process in El Salvador and urged the U.S. government to withhold economic aid in an effort to force all sides to participate in the process.

# 'Made in USA' ripoff detailed by Sheinkman

Many consumers who bought designer clothes by Ralph Lauren and Perry Ellis with labels reading "Made in the USA" were the victims of fraud, Clothing and Textile Workers President Jack Sheinkman told a House subcommittee.

"The responsibility for this fraud lies with the Tan manufacturers in Saipan, with the government that allowed them to get away with it and with the dozens of well-known American companies that gave the Tans a market," Sheinkman testified July 30 before the House Interior Committee's insular and international affairs subcommittee.

The manufacture by the Tan family's Saipan factories of products for Liz Claiborne, Arrow Shirts, Christian Dior, Eddie Bauer, Ann Klein, Ralph Lauren's Polo Shirts, Van Heusen and Levi Strauss and Co., under conditions that violated U.S. labor laws, came to light earlier this year. Saipan, located in the Marianas Islands, is a U.S. territory.

Since that time, Levi Strauss has terminated its relationship with the Tan family. In an announcement made jointly with ACTWU, Levi Strauss said it would ensure that it would not do business with any supplier that violated U.S. labor laws.

Under the Tan family rule, the predominantly Chinese female staff works up to 18 hours a day for subminimum wages without any training on equipment in a factory with locked exits, filthy restrooms and unsanitary drinking water.

"We challenge the manufacturers and retailers to ensure that they never contribute to another Willie Tan success, by taking responsibility for the conditions under which the goods they sell are made," Sheinkman said.

Sheinkman recommended that Congress require that production workers in U.S. territories be U.S. citizens; that U.S. immigration laws apply; that the federal minimum wage be in effect; that all federal labor laws and regulations be applied to the Northern Marianas; and that Washington apply the resources to make enforcement of laws meaningful in the area.

## Newsmakers

**Richard J. Perry,** secretary-treasurer of the AFL-CIO Union Label and Service Trades Department, has been elected to the board of directors of the Made in the USA Foundation. The non-profit group promotes American-made goods and publishes an annual buyer's guide.

Three union staff members are among 23 people appointed to serve on the newly created Environmental Restoration and Waste Management Advisory Committee of the Department of Energy. Selectees included **Gerald Cristean** of the AFL-CIO Metal Trades Department, **James E. Lapping** of the AFL-CIO Building and Construction Trades Department and **David Ortlieb** of the Chemical Workers.

**Stephanie Parker-Weaver**, a member of Communications Workers Local 3511 in Jackson, Miss., has created a design to urge union members to vote in this election year. Using four clasping hands labeled "pride," "solidarity," "progress" and "loyalty," the design notes that "Union Votes Count."

### AWARDS

**Susana Gomez** of the AFL-CIO Civil Rights Department was honored recently by the Washington Chapter of the Labor Council for Latin American Advancement for service to the Hispanic community. Gomez is a member of The Newspaper Guild and former chair of the TNG unit at the AFL-CIO, a board member of the Cuban American National Council and currently serves on the board of D.C. LCLAA.

### DEATHS

**John M. Fewkes,** founding president of the Chicago Teachers Union and a former president of the AFT, died at his home July 21 in Ormond by the Sea, Fla. He was 91.

Fewkes helped found the CTU in 1937 and served as president until 1941, and again from 1947 to 1966. He taught health and education at a Chicago high school.

Survivors include his wife, Margaret; four sons, John Jr., William, Richard and David; one daughter, Elizabeth Smith; 21 grandchildren; 15 great-grandchildren; and one brother.

**Wayne Harbolt,** executive secretary-treasurer of the Sacramento (Calif.) Central Labor Council, died July 5 after a heart attack. He was 58.

He spent much of his adult life working for the labor movement, serving as vice president of the Federated Fire Fighters, president of Fire Fighters Local 522, vice president and president of the Sacramento CLC and on the executive board of the California Labor Federation. He also was an executive board member of the United Way and the Truman Club.

He is survived by his wife, Mary Louise; two sons, Mark and David; and one daughter, Ramona. Contributions in his honor may be made to the Fire Fighters Pacific Burn Institute, c/o Fire Fighters Local 522, 3101 Stockton Boulevard, Sacramento, Calif. 95820.

### CORRECTIONS

The Nikko Hotel in Chicago, currently in a dispute with the Hotel Employees and Restaurant Employees, is owned by the Japan Airlines. An article in the July 6 issue of the AFL-CIO News incorrectly stated the ownership of the hotel. The International Union of Food and Allied Workers Association is working with HERE and Rengo, the Japanese union federation, to explore common ground against anti-union corporate behavior.

A report on the Office and Professional Employees convention July 6 should have included the election of Thomas Babb of Region III as vice president.

# Union MasterCard program awards scholarships to 43

The Union MasterCard Scholarship Program recently awarded $79,000 in scholarships to 43 winners from 17 AFL-CIO affiliated unions.

Of the winners — selected from more than 5,000 applicants — 10 received $3,500 to $4,000; eight received awards between $1,500 and $2,000; and 25 received $1,000.

The scholarships are funded through the Union MasterCard program, through which more than 2 million union members and their families carry the credit card. Winners were selected based on academic ability, financial need and social awareness.

Winners and their associated unions (some are affiliated with two unions): Jason Kline and Henry Pierce, Government Employees; Ryan Davis, Scott Drabenstadt, Rogelio Flores, Lynn Gessler, Elizabeth Prola, Jeffrey Scott and Tamara Smith, AFSCME; Elizabeth King, Amalgamated Transit Union; Eryn Pond, Boilermakers; Philip Marshner and Francisco Ornelas, Bakery, Confectionery and Tobacco Workers.

Julie Brown, Malika Husbands, King, Maureen McLaughlin, Kristen Nimelli, Susan Maul, Keith Petrakis and Connie Young, Communications Workers; Jennifer Gould, Graphic Communications; Alexander Ming Wah Fong, Hotel Employees and Restaurant Employees; Alicia Faella, Machinists; Keith Caldera, Electrical Workers; Leon Nerpel and Graciela Vasquez, Laborers; August Hofling and Sherry Johnson, Operating Engineers.

Sheila Kober, Oil, Chemical and Atomic Workers; Rebekah Atkinson, Brian Burgin, Faella, Diana Lee, Vinko Lisnic Jr., Carol Saucedo, Adam Schaeffer, Wendy Siu and James Wynkoop, Service Employees; Pamela Delaney, Food and Commercial Workers; Charity Hope Schmidt, Susan Shannon, Scott Spalding, Tiffanee Wade and Young, Transportation Communications Union; and Drabenstadt and Marcus Peterson, Steelworkers.

## Resources

### VIDEO

**Leaving Home,** a one-hour Labor Day special produced by We Do the Work, a national public television series, will air on PBS stations across the nation in September. Leaving Home takes an in-depth look at how workers on both sides of the border have been affected by a "free" trade policy that already exists — the Mexico-U.S. maquiladora program. Consult local PBS listings for air times.

**Breath Taken** is a 33-minute video that tells of the devastating consequences of exposure to asbestos and asbestos-related materials through a series of personal accounts. Several experts also discuss asbestos, the extent of its use, the lack of regulations historically and its impact on communities. Copies may be rented for $5 from the AFL-CIO Film/Videotape Library, 815 16th St. N.W., Washington, D.C., 20006.

### CONFERENCES

The International Federation of Automatic Control will sponsor a symposium on **Automated Systems Based on Human Skill and Intelligence** Sept. 23-25, at the School for Workers, University of Wisconsin, Madison. For more information contact the Program Coordinator, School for Workers Registration, (608) 262-2111.

### PUBLICATIONS

**Joint Training Programs: A Union-Management Approach to Preparing Workers for the Future** is a new book with a chapter by Michael McMillan, executive director of the AFL-CIO Human Resources Development Institute, which focuses on union services to dislocated workers. Copies are available from the ILR Press, School of Industrial and Labor Relations, Cornell University, Ithaca, N.Y. 14853-3901. $36 hardcover and $16.95 paperback.

# ABC's historical 'Homefront' is true to labor

By Candice Johnson

It was 1946, a year when a million and a half workers walked picket lines to win a union.

It was a time when factories boomed, and GIs returned to take the jobs of the women who held them during the world war.

And it was an era when black citizens — even war heroes — were denied equality and the protections of the law.

That is the setting for "Homefront," an hour-long television documentary series produced for ABC that talks union and a lot more.

Renewed for a second season after a letter-writing campaign convinced network executives, the "Homefront" story began in the fictional town of River Run, Ohio. Three families provide the focus for a look at the changing nation in the aftermath of World War II.

The Sloan family owns the local factory, which made tank parts for the war but now produces auto parts. Anne Metcalf, who has three grown children, works at the plant, along with daughter Linda. Abe and Gloria Davis are a black couple who work for the Sloans and watch as their war-hero son faces prejudices Abe thought would be eliminated.

Viewers tuning in "Homefront" might hear union organizer Al Kahn talk about the sit-down strike in Flint, Mich., or might identify with Linda Metcalf's resentment at having to relinquish her factory job to men returning from the war.

In one episode, "All These Things," Metcalf gives a dynamic speech that convinces workers to support the union drive. But at the end of the program, she is listening and pouring coffee — while men chart the course for the union.

**John Slattery** plays organizer Al Kahn.

The series has mixed job concerns — safety and health, management schemes to use racism against a union organizing drive — along with romance, race, war brides, baseball and other intrigues.

By the end of the first season, workers at Sloan Industries had joined National Labor Alliance Local 311 but were locked in during contract negotiations after insisting on a look at the company's books.

The show's creators and producers, husband-and-wife team Bernard Lechowick and Lynn Marie Latham, check period details, as well as labor history, with researchers at the Walter Reuther Labor Archives at Wayne State University, the Georgia State Archives and other labor sources.

Latham also used her knowledge of war brides living in her hometown of Conroe, Texas, as a key element of the show.

Lechowick and Latham consider the period of the late 1940s "a time of endless excitement, contradiction and hope" and work to convey that sense in each story. Lechowick, a supporter of the Writers Guild, treats the union workers with dignity and respect.

ABC photos

**Workers at Sloan Industries** find many good reasons to join the union.

VOLUME 37, NUMBER 16
AUGUST 3, 1992

AFL-CIO NEWS

# INSIDE


**1** ***Workers welcome Clinton's message***

Workers enthusiastically welcomed Democratic presidential candidate Gov. Bill Clinton's program to invest in America, create jobs and get the U.S. economy back on track.

**1** ***Bush's Mexico deal far from promising***

As the Bush administration rushed to finish a North American Free Trade Agreement, congressional leaders expressed new concerns over the impact on jobs, workers and the environment.

**4** ***Philadelphia workers fight for their jobs***

Philadelphia Mayor Ed Rendell is waging a campaign to lay off 2,000 city workers and freeze wages, ignoring union workers' rights and their proposal to save the city $200 million.

**5** ***USWA, LTV reach landmark agreement***

The Steelworkers and LTV Steel reached a tentative agreement that takes a major step toward reviving the bankrupt company and ensuring the security of 14,000 union workers in six states.

**6** ***Partnership creates jobs for Machinists***

CALSTART, a non-profit consortium of labor, industry, university and public agencies, could create well-paying jobs for up to 5,400 laid-off aerospace workers making electric cars.

**10** ***The union advantage continues to grow***

Union members widened their pay and benefits advantage over non-union workers, earning $5.87 more an hour and pumping buying power into the faltering economy.


UNION YES

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## EXECUTIVE COUNCIL

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# AFL-CIO NEWS

VOLUME 37, NUMBER 17 — AUGUST 17, 1992


# Labor fights Bush low-wage trade plan

By Michael Byrne

The labor movement defended American workers with a broadside against a North American Free Trade Agreement that the Bush administration announced but did not release.

From what is known, Bush's NAFTA is a "bad deal for American workers and consumers and for the long-term health of the U.S. economy," AFL-CIO Secretary-Treasurer Thomas R. Donahue declared at a news conference, expressing confidence that Congress would reject the pact after it had a chance to closely inspect it.

"It is not an agreement about free trade, nor is it about development in Mexico," Donahue said. "It is about guaranteeing the ability of U.S. investors to move their plants to Mexico to take advantage of cheap wages and poor working conditions, and to produce goods there for export to the U.S. market."

On Capitol Hill, labor leaders criticized NAFTA in testimony on U.S. competitiveness before the Senate Banking Committee.

"While in general the expansion of trade is desirable, neither Mexico nor the United States will benefit from a pact that gives corporations the green light to treat Mexico as an environmental waste dump, or haven for cheap labor," Steelworkers President Lynn R. Williams told the committee.

Clothing and Textile Workers President Jack Sheinkman testified that NAFTA would move the United States and Canada farther down the "low-wage path" in the global marketplace. "This treaty exemplifies a race to the bottom, a disregard for human life and the environment," he said.

Teamsters President Ron Carey issued a statement assailing the agreement's "fatal flaw: It would do nothing to raise Mexican wages from their current levels of $4 to $7 a *day*."

To mobilize workers against the agreement, the IBT will join other AFL-CIO unions and environmental groups in a Fair Trade Caravan throughout California during September, Carey said. Similar projects will be launched in other states in conjunction with a Sept. 9 trade conference in Washington, sponsored by the AFL-CIO, the Sierra Club, Citizen Action,

**Continued on Page 10**

Raymond Crowell/Page One Photography

**Union members** rally in front of the White House to support the health care plan of Democratic presidential candidate Gov. Bill Clinton and to criticize President Bush's inaction. The United States lags behind other developed nations in providing affordable health care, a new study by the AFL-CIO shows. **See story, Page 12.**

# COPE target: registering all members

## *Council sets rules for General Board*

By Michael Byrne
*Chicago*

With the general election just three months away, the AFL-CIO Committee on Political Education announced a massive effort to assist union members in registering for the November election.

The Executive Council approved guidelines for a meeting of the AFL-CIO General Board in Washington Sept. 3, when the federation will consider an endorsement for president, and authorized COPE to continue its activities for the general election.

The council in May endorsed Arkansas Gov. Bill Clinton for the Democratic nomination, which he subsequently won, and the federation played a key role in the development of the Democratic Party platform. The Republican Party denied AFL-CIO requests to testify before its platform committee hearings in Salt Lake City on domestic affairs and in Washington on foreign affairs.

AFL-CIO President Lane Kirkland told a news conference that General Board endorsement of Clinton was "reasonable conjecture," but that labor would continue its deliberative, democratic process to involve the members of every affiliated union. A two-thirds vote by the General Board is required for an endorsement.

Kirkland assailed the policies of President Bush on the economy, health care, trade and worker rights, blaming 12 years of Republican rule for the problems faced by working families. He

**Continued on Page 4**

# Council calls for action to spur recovery

Chicago

With no end in sight for the two-year-old Bush recession, the Executive Council renewed its call for immediate federal action on a long-overdue economic recovery program to generate jobs and rebuild public facilities.

"While so many Americans suffer the consequences of 12 years of Republican economic policies, the president isn't lifting a finger to create or spur real economic recovery," the council declared.

"His economic 'strategy' — if one could call it that — has been limited to blaming the recession on others, lobbying for more tax breaks for the rich, pushing down interest rates and hoping for the best. It has been a miserable failure."

The council statement pointed out that "President Bush has yet to create the first million of the 30 million new jobs he promised in the 1988 campaign."

In briefing the press on the council's deliberations, AFL-CIO President Lane Kirkland said, "Congress has moved to provide some economic stimulus, but its actions are too tentative and too small. Today it is more obvious than ever that such tinkering is not the answer."

But Kirkland said America's workers want real changes, not excuses.

"They know that blaming is not leading," he stressed. "And they want their government leaders to have the courage to do what's necessary to create jobs and to get the economy moving again — and to do it now."

The sorely needed remedy, the council said, is for Congress and the administration to enact a $60 billion program to create jobs, revitalize the nation's infrastructure, upgrade housing and educational systems and provide relief for hard-pressed state and local governments.

"This approach — combined with fairer taxes, national health care and trade and investment policies that keep and create jobs at home — is the only way to bring the nation quickly out of the recession and set the stage for long-term growth," the council said.

Kirkland said the current recession in large measure is due to "a dozen years of an orgy of corporate takeovers . . . a process that has been encouraged and almost idolized by the Bush and Reagan administrations."

AFL-CIO Research Director Rudy

**Continued on Page 6**

# AFL-CIO group urges mayor to settle dispute

By Sharolyn A. Rosier

AFL-CIO Secretary-Treasurer Thomas R. Donahue and members of the federation's Strategic Approaches Committee visited Philadelphia Mayor Ed Rendell to express the concerns of the labor movement about a new contract for the city's beleaguered public employees.

Rendell and Steelworkers President Lynn Williams, chairman of the AFL-CIO committee, both termed the meeting "beneficial." Contracts expired July 1 but have been kept in effect by legal maneuvering. The city is seeking $98.6 million in wage and benefit givebacks this year alone.

Joining Donahue and Williams were union presidents John J. Sweeney of the Service Employees, George J. Kourpias of the Machinists and Jay Mazur of the Ladies' Garment Workers. Also attending were William George, president of the Pennsylvania AFL-CIO, and Edward Toohey, president of the Philadelphia labor council.

The hourlong session with the mayor was low key, Williams told reporters. "Our message is that surely it's in everyone's interests to have a decent settlement, and let's not be too hidebound and see what can be worked out."

Rendell said the meeting produced "a good exchange of information," the Philadelphia Inquirer reported. He said the union leaders "made some valid points," including their support of labor-management committees to improve efficiency of city services.

The Strategic Approaches Committee has coordinated some 15 campaigns, including the current dispute at the Pittsburgh Press. Its activities have helped Steelworkers at Ravenswood Aluminum Corp. in West Virginia, Mine Workers at the Pittston Coal Co. and members of 10 unions at the New York Daily News.

The Philadelphia campaign was brought to the committee's attention by AFSCME President Gerald W. McEntee, who was concerned about the "privatization" statements and take-it-or-leave-it attitude of city negotiators.

McEntee said an attempt to solve all of the city's considerable financial problems by unloading them on the "backs of workers just won't work in Philadelphia, especially with a united labor movement."

Philadelphia, like Pittsburgh, is a solid union town, with some 200,000 workers who belong to unions. AFSCME members took their case last month to a major political forum — the Democratic National Convention in New York, where Rendell was a delegate — and protested outside the mayor's hotel.

> *"Our message is that surely it's in everyone's interests to have a decent settlement, and let's not be too hidebound and see what can be worked out."*
>
> — **Lynn R. Williams, USWA president**

The City Council, meanwhile, also questioned Rendell's proposals to privatize city services, the Inquirer reported. In a letter to the mayor, council members contend that a recent proposed custodial contract, which the mayor estimates would save the city more than $900,000, must be approved by the council.

City negotiators exchanged counterproposals with leaders of AFSCME District Councils 33 and 47 at two brief sessions two weeks ago, but no further meetings have been scheduled. Other unions involved are AFT Local 3, Fire Fighters Local 22 and an unaffiliated police union.

Fact-finding processes and court challenges have extended the city workers' contract deadline to late August or early September, roughly the same as the city's AFT members, who do not bargain with the mayor but also do not have a contract.

District Council 47 President Thomas Cronin said the unions have proposed various methods for the city to solve its money problems, including more aggressive tax auditing of city businesses.

The city is owed at least $15 million from out-of-town corporations that pay only estimated taxes to the city, Cronin said. These businesses are audited less often than those based in Philadelphia because the city has been restricting travel by auditors since the early 1980s, he said.

More than 10,000 out-of-town companies paid city taxes based on estimates, Cronin said, while Philadelphia-based businesses were more likely to pay what was owed because "they generally have contact with the Revenue Department, their accountants know the tax codes and there's dialogue back and forth."

UFW photo

**AFL-CIO Vice President** Jack Otero of the Transportation Communications Union and Farm Workers President Cesar E. Chavez lead more than 7,000 marchers in Salinas, Calif., demanding the first pay raise for farm workers in nearly a decade.

# Federal mediators try to get Pittsburgh Press back to table

By James B. Parks

Striking Pittsburgh Press employees, supported by a huge rally of delegates to the AFT convention, were "cautiously optimistic" about efforts by federal mediators to get the company to resume negotiations.

"We and the Pittsburgh community are almost at the end of our rope with the Press," said George Curtin, the coordinator of the Pittsburgh Newspaper Unions Unity Council, which represents the 10 unions at the Press.

Bernard DeLury, executive director of the Federal Mediation and Conciliation Service, met with both sides on Aug. 12 in an effort to jump start the negotiations, Curtin said. The last face-to-face talks were held July 31.

Meanwhile, the AFT members, led by AFT President Albert Shanker and Pennsylvania AFT President Albert Fondy, marched 10 blocks from the convention site to the Press offices. Shanker and Fondy called for solidarity with the strikers and decried the Press's plans to eliminate the jobs of long-time loyal workers.

Strong labor and community solidarity forced the company on July 28 to suspend publication of a scab Press and Pittsburgh Post-Gazette, which it distributes under a joint operating agreement. The company, owned by the E.W. Scripps chain, published the papers out of state and trucked them to suburban Pittsburgh depots, where they were to be delivered by replacement workers recruited in Massachusetts.

The Press has challenged Pennsylvania's law barring companies from hiring strikebreakers, and a ruling on that suit was due Aug. 14.

Vowing to vigorously defend the law, Pennsylvania Attorney General Ernest Preate Jr. called the Press lawsuit " a direct challenge to one of Pennsylvania's most important labor laws, a law that seeks to strike a fair balance between the rights of striking workers and the rights of employers.

"We believe the law is constitutional, and I frankly was disappointed that the Press chose to bring in people from out of state to take the jobs of these Pennsylvania workers," he said.

About 600 members of Teamsters Local 211 struck the paper May 17 after months of futile negotiations, unfair working conditions and threats of layoffs. The company responded by locking out the other unions.

The strike began on the day the Press planned to unilaterally institute a new delivery system for the Press and the Post-Gazette. The Press has said it wants to replace 4,500 youth carriers with adult carriers who would pick up the paper at centralized points, throwing some 450 IBT-represented drivers out of work.

Besides the IBT, the unions involved include printing pressmen, paper handlers and plate makers from the Graphics Communications Union, a mailers local and typographical division of the Communications Workers, Service Employees, Electrical Workers, Operating Engineers and Machinists. The Newspaper Guild, which supports the Unity Council, represents workers at the Post-Gazette, but not at the Press.

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# LEGISLATION

# OSHA reform bill stalled as Republicans hide

By Colleen M. O'Neill

Outrage and anger greeted a maneuver by some Senate Republicans to stall consideration of OSHA reform legislation by the chamber's Labor and Human Resources Committee.

By refusing to attend an executive session in which the bill was scheduled to be marked up, GOP Sens. Orrin Hatch (Utah), Nancy Kassebaum (Kan.), James M. Jeffords (Vt.), Dan Coats (Ind.), Strom Thurmond (S.C.), David Durenberger (Minn.) and Thad Cochran (Miss.) left the panel without a quorum and unable to conduct business.

"American workers should be outraged by the orchestrated boycott" of the markup, AFL-CIO President Lane Kirkland said.

"It is appalling that life-and-death matters are treated so cavalierly and that elected officials would use such tactics to block this important legislation," he said.

The senators' refusal to discuss S. 1622, The Comprehensive Safety and Health Reform Act, "is a sad commentary on their level of concern about worker safety and health," Kirkland said.

Lawmakers also decried the group's actions.

"I find it ironic the Republicans are on strike," said Sen. Barbara A. Mikulski (D-Md.). She suggested the hiring of permanent replacement senators.

An obviously angry Sen. Edward M. Kennedy (D-Mass.), chairman of the committee, apologized to colleagues and suggested the scene of the Republicans' empty chairs would make a good political advertisement.

Kennedy received word from the minority members several minutes into the session that they would not be in attendance. He said they felt their viewpoint had not been addressed adequately during five days of committee hearings.

In response, Kennedy asked his staff to review the attendance of the minority members at those hearings. He also rescheduled markup for Sept. 16 — the final day of the AFL-CIO National Safety and Health Conference in Washington.

Sen. Howard M. Metzenbaum (D-Ohio) was the most vociferous critic, calling the absences despicable and pointing out it was the sort of action that has turned Americans' attitudes against incumbent politicans.

"To not show up and debate the issues is absurd," he said. "This is not the way for senators to conduct themselves — particularly with regard to legislation that deals with people living and dying."

Mikulski pointed out the effect of the dilatory tactics on other legislation scheduled to be considered at the session.

"The entire purpose of this meeting was safety — construction and workplace protections, DES education, the Breast Cancer Screening Safety Act, the reauthorization of the Agency for Health Care Policy Research," she said. "Everything we had to do today would make peoples' lives safer. They're endangering lives by their petulant, petty behavior."

In fact, as Kirkland pointed out, each day the legislation is delayed, 30 more workers die on the job and thousands more are injured.

In the House, H.R. 3160, the companion to S. 1622, was reported out of the Education and Labor Committee and sent toward the floor May 28. Floor action has not yet been scheduled.

## Congress tests Bush on family leave bill

By Mike Hall

President Bush soon will have a chance to show whether his "family values" rhetoric is real or just election-year sloganeering when he decides to sign or veto the Family and Medical Leave Act (S. 5).

The Senate on Aug. 11 passed the conference report on the legislation by a voice vote. The House is expected to follow suit after the August recess.

The bill's backers delayed the vote to prevent Bush from invoking a pocket veto of the act while lawmakers were out of town.

In 1990 Bush successfully vetoed a similar bill and he has promised to veto the current legislation, claiming that the bill would place undue burdens on small businesses.

The bill's requirements would apply to firms with 50 or more employees, about half of the nation's workers.

"This legislation will strengthen families. Those who believe in family values should be supporting it," said Senate Majority Leader George J. Mitchell (D-Maine).

While the White House has stubbornly refused to reconsider its stance, the family leave bill received bipartisan support in the Senate. "I think the president is wrong on this and I hope he will reconsider," said Sen. Christopher S. Bond (R-Mo.).

Sen. Christopher J. Dodd (D-Conn.), one of the bill's chief sponsors, said "I think the president has made a huge mistake on this. It's time to replace 'family values' rhetoric with real policies that value families."

The conference report made only slight changes in the bill that passed both chambers last year. The legislation requires employers to give up to 12 weeks of unpaid leave to workers for the birth or adoption of a child or to care for a seriously ill child, spouse or elderly parent. The worker also can use the time to recover from his or her own illness.

The bill guarantees a worker's job or an equivalent position upon return and continues employee health benefits during the leave.

The Senate last year passed the legislation with 65 votes and three supporters absent, indicating the Senate would have the 67 votes needed to override a veto. But in the House, the margin was smaller, 253-177.

## Capitol Digest

The House has approved a bill that would close some of the loopholes in the Employment Retirement Income Security Act (ERISA) that allow employers to avoid state prevailing wage laws and other regulations.

The bill, H.R. 2782, was approved by voice vote Aug. 4. It would correct recent court decisions that voided state laws affecting apprenticeship training on public works projects, payment of prevailing wages on public works projects and mechanics' lien laws which enable workers to recover promised wages and benefits for work performed on building and construction projects.

"The purpose of this legislation is simply to correct what many of us believe is a misreading of ERISA by the courts," said Rep. Pat Williams (D-Mont.).

AFL-CIO Legislative Director Robert M. McGlotten pointed out that ERISA "was not intended to preempt states from setting their own terms under which they contract for public works, goods and services."

"ERISA was intended to make sure employee benefit plans such as pension and health welfare plans met certain standards and, while the exclusive domain of the federal government, are not hamstrung by multiple agency regulations," he said.

Recently, anti-union employers have won several federal court decisions where Reagan-Bush appointees agreed with arguments that ERISA preempted state prevailing wage laws, apprenticeship programs and mechanics' liens because they have some incidental impact on employee benefits.

All 50 states have apprenticeship training laws and mechanics' lien laws. Thirty-one states have laws requiring contractors on public works projects to pay their workers the prevailing wage in the locality of the projects.

Elsewhere on the Hill:

**CHILD NUTRITION** — The House passed legislation designed to fight hunger among children and to help protect them from the neglect, abuse and family dissolution caused by poverty. The AFL-CIO supported H.R. 3603, passed Aug. 6 by a 256-163 vote. The bill provides $3.5 billion for child hunger relief and another $3.5 billion for programs to help preserve the family. The money for the programs will come from a small surtax for taxpayers whose incomes are in excess of $1 million a year. President Bush has vowed to veto the bill.

**CIVIL RIGHTS** — The Senate followed the House's lead and approved legislation designed to increase bilingual voting assistance to those for whom English is a second language. The 75-20 vote Aug. 7 came one day after the bilingual provisions of the Voting Rights Act had expired. The bill extends and expands those provisions until 2007.

**DAVIS-BACON** — The House Education and Labor subcommittee on labor standards reported out a Davis-Bacon reform bill, H.R. 1987, Aug. 4. Despite longstanding Republican efforts to repeal the prevailing wage law, this bill increases the threshold for federally funded construction projects, to $100,000, and rehabilitation projects, to $15,000, for the first time since 1931. It also eases the paperwork burden on employers and toughens the administration of the law. The bill now goes to the full committee.

**GAG RULE** — The House voted 251-144 to reverse the Bush administration's "gag rule," which restricts health care workers in federally funded planning clinics from providing any type of abortion information. Patients whose visits to physicians are financed by the government should receive the same medical information and advice as patients whose visits are financed by insurance or self-payment, the AFL-CIO said in a letter. The Aug. 6 vote falls short of the two-thirds needed to override a certain presidential veto.

**WORKPLACE MONITORING** — Legislation to prevent the abuse of workers through electronic monitoring was approved by the House Education and Labor Committee July 31. The bill, H.R. 1218, regulates the monitoring and gives workers the right to know when and how they are being monitored.

**RECESS WORK** — With Congress adjourned until Sept. 8, the day after Labor Day, trade unionists are being urged to contact their senators and urge them to vote to deny most-favored-nation trading status to China. Unless the Senate joins the House in acting to stop it, President Bush will extend those privileges to the brutal dictatorship of Beijing.

# EXECUTIVE COUNCIL

# Organizing success: more resources, hard work

## *Task force outlines basics for growth*

**By Michael Byrne**
***Chicago***

Unions can organize and grow, even under the cloud of hostile political and legal climates, if financial and human resources are sunk into building a "culture of organizing," the AFL-CIO Executive Council was told.

The presentation by members of the AFL-CIO Task Force on Organizing prompted a lively discussion that the council could not exhaust, and AFL-CIO President Lane Kirkland suggested the "exceedingly useful" debate be continued at a future council session. "It is of overriding importance to all of us," Kirkland said.

Six of the 12 local and regional elected leaders who initiated the task force were on hand to elaborate on their successful organizing efforts. They were introduced by Organizing Institute Director Richard Bensinger and Deputy Director Mark Splain.

"This task force, like the Organizing Institute, takes its direction from the Evolution of Work Committee, which stirred labor to examine itself," Bensinger said. "Our primary mission is to explore what we can do to grow, to see why some organizing campaigns succeed and why some others do not."

Success means never having to find excuses, said task force member Bruce Raynor, southern regional director for the Clothing and Textile Workers.

"We choose not to deal with external things, such as labor law problems, the political climate or issues like trade," Raynor said. "We deal strictly with the issues in the hands of elected union leaders, that are directly in our control."

David Foster, director of Steelworkers District 33, noted that an increase of 2 percent to 5 percent of the organizing budget in District 33 had resulted in "steady growth, the hallmark of a growing organization."

"There are some 7,000 full-time union employees in California," Foster said, "but only 103 are full-time organizers. That's no way to grow."

The best resources a union has are in the local and regional organizations, said Tom Woodruff, president of the Service Employees District 1199, the Health Care and Social Service Union in Ohio, West Virginia and Kentucky.

"Our rank-and-file members run into countless unorganized workers every day," Woodruff said. "They're the ones who can organize, who can show these workers that they don't have enough power." Woodruff said his local has more than 150 individuals actively involved in organizing campaigns.

Robert Potter, president of Food and Commercial Workers Local 951 in Michigan, noted that his local had grown from 8,000 members in 1980 to more than 30,000 today.

Contrasting the structure between 1980 and now, Potter said, "Today, 26 percent of the local budget is for organizing and we have eight full-time organizers."

That investment has been part of an entire culture of organizing, Potter said. The local has more than 1,200 people listed as rank-and-file activists. "All the changes came down to membership involvement."

Elisio Medina, executive director of the San Diego County Service Council and president of SEIU Local 102, told how his local had reversed a five-year slide in membership "by committing all our resources, including our strike fund, to organizing."

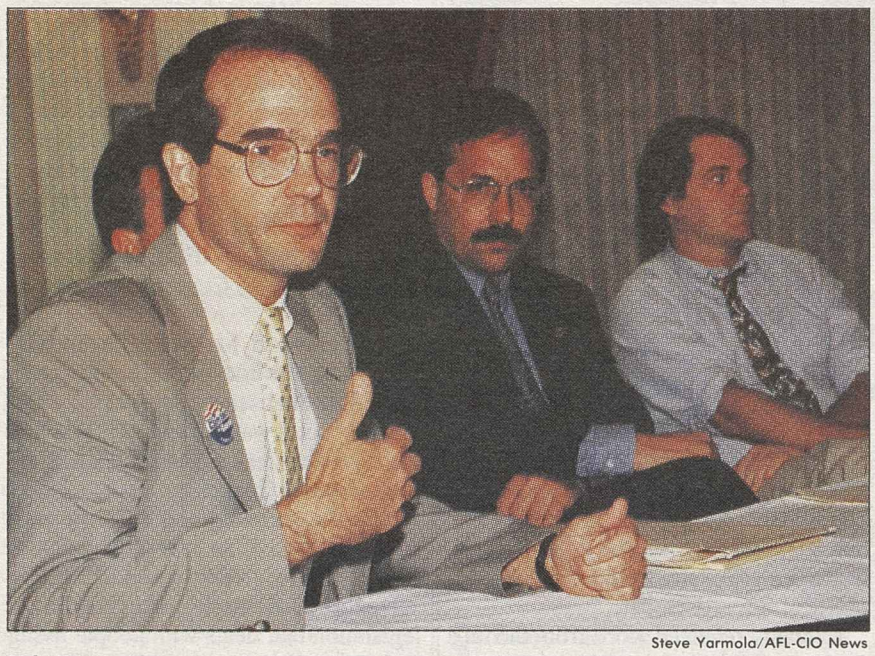
Local 102 grew from 1,700 members in 1986 to 9,000 members today "and is the fast-growing union in the country. It was no miracle. It was a lot of hard work."

Medina's prescription is to "take chances." His local bypassed the National Labor Relations Board, where representation elections face years of delay, to deal directly with employers in the public sector and health care field.

Bob King, director of UAW Region 1A, credited his contact with the Organizing Institute and "people who have been successful" in helping the union gain 12 victories, and 1,200 new members, in just 12 months.

Many of the Executive Council members who participated in the discussion that followed also praised the efforts of the Organizing Institute, which now is working with 11 affiliated unions to recruit, train and to place organizers.

Some 150 senior organizers from the participating unions serve as teaching fellows with the institute, and work together to develop effective organizing strategies.



Steve Yarmola/AFL-CIO News

**Bob King,** director of UAW Region 1A, tells how cooperation brought 12 victories and 1,200 new members in 12 months. David Foster, director of Steelworkers District 33, and Tom Woodruff, president of Service Employees District 1199, are at right.

## *Report cites variety of organizing wins*

Organizing Committee chairman John J. Sweeney reported on several successful campaigns.

In the South, the Clothing and Textile Workers won a rerun election among 600 workers at Monroe Manufacturing Corp. in Monroe, La.; the Electronic Workers won representation rights for 550 workers at the Z-Bird plant in Rome, Ga.

Some 360 technicians and dental hygienists at Kaiser Permanente in Portland, Ore., voted in the AFT, and 3,500 health care professionals in New Jersey and Delaware affiliated with the Operating Engineers.

The Service Employees won union representation for 92 workers at Lake Grove Nursing Home in Durham, Conn., and the Hotel Employees and Restaurant Employees won an election among cafeteria workers at Virginia's Portsmouth Naval Hospital.

Public-sector organizing successes included a vote for the Laborers by 135 rangers and other workers at San Francisco's Golden Gate National Recreation Area, and a win for AFSCME in a statewide unit of 2,400 professional and technical workers at the University of Wisconsin.

Some 457 workers at the Russell Stover Candies plant in Montrose, Colo., voted in the Bakery, Confectionery and Tobacco Workers; 60 workers at Taylor Machine Products in Detroit elected the Machinists; workers at Partridge River, Inc. in Hoyt Lakes, Minn., elected the Steelworkers; 88 AT&T clerical workers voted in the Communications Workers in Phoenix, and workers at Lindsey-Pavelich Co. in Canton, Mich., the UAW.

Other victories included two wins by the Train Dispatchers at Kiamichi Railroad Co. in Oklahoma; the Teamsters campaign at Waste Management Inc. in Iowa; the Chemical Workers victory at Consulting International Corp. in Henderson, Ky.; a victory by the Longshoremen and Warehousemen at Lynx Maritime Inc. in Long Beach, Calif.; and six victories over the past year by Ladies' Garment Workers Local 10 in New York City.

# Council authorizes COPE campaign, plans General Board meet

**Continued from Page 1**

said he expected Clinton would bring "a progressive change in the course that this country is on."

Clinton pollster Celinda Lake told the COPE Operating Committee that the Democratic candidate has gained overwhelming majorities among "core constituencies," such as union members, minority groups, environmentalists and middle-income wage earners. The latest polls showed 70 percent of union households backing Clinton.

Lake predicted that strong union areas of the nation, such as the Midwest industrial belt, would be major battlegrounds in the campaign.

"The huge lead that Gov. Clinton now enjoys in the polls will change with a bump for Bush after the Republican convention," Lake said. "This is going to be a tough race in which labor can play a key role."

COPE Director John Perkins outlined the voter registration program to the council, noting that labor's overall impact on the election will depend on union efforts to get out the vote. "We need the help of every union," he said.

COPE will distribute lists of non-registered union members, sorted by locals, by states and by counties, including telephone numbers. The lists were compiled by merging union membership lists with state voter registration lists, where they were available.

COPE already has completed the matching in 15 states, and another 11 states are in process, said Butch Foutz, assistant director of COPE.

Each list will be accompanied by a cover letter from the state federation president explaining the registration systems in the individual states, Perkins said. Where locals extend into more than one state, instructions will be sent for each state.

Along with voter registration, COPE is working with local unions and state and local AFL-CIOs to set up phone banks and to recruit and train volunteers. Union members will be contacted by direct mail and by phone, and in one-on-one sessions with volunteers armed with persuasion cards and handbills.

Rules approved by the council call for the General Board to meet at the Washington Sheraton on the Thursday before Labor Day, Sept. 3, with participation by principal officers or designated representatives of each of the AFL-CIO's 88 affiliated unions.

As in past General Board meetings, AFL-CIO state and local central bodies also are invited to participate. Voting by affiliates will reflect each union's membership, with the AFL-CIO casting the vote for Directly Affiliated Local Unions not affiliated with any union. Trade and industrial departments and state and local AFL-CIOs will have one vote each.

The only order of business will be the question of endorsement for president and vice president, beginning with full debate and ending with a roll call vote, with two-thirds required to endorse. An abstention or a vote of "present" will be considered a vote against endorsement.

# Sarajevo atrocities prompt call for bold action

**Chicago**

The AFL-CIO is urging the United States and world organizations to examine every option, including the use of multilateral force, to resolve the crisis in the former Yugoslavia, particularly in Sarajevo, the capital of Bosnia-Herzegovina.

"Without U.S. leadership to put an end to the violence and repression, Americans may one day be called upon to fight in a greatly widened war in the heart of Europe.

"Multilateral international action taken now can prevent that from happening," the executive council said in a statement.

The council condemned the Communist Serbian government of President Slobodan Milosevic for its war against the city of Sarajevo.

"This is not an 'ethnic civil war.' It is an imperial war waged to carve out a Greater Serbia through 'ethnic cleansing' that includes wholesale murder, starvation, terrorism, the establishment of concentration camps and the expulsion of entire populations from their homes," the council said.

"Amid escalating violence that has claimed thousands of lives and created hundreds of thousands of refugees, decisive international action must be taken now to put an end to the war and to remove Milosevic and his supporters from power," the council said. "Economic sanctions, while essential, are no longer enough."

"Bush administration policy that strongly endorsed a single Yugoslav state sent the wrong signal to the Milosevic regime, which believed it had a free hand in preserving a disintegrating Yugoslavia," the council said.

The council also decried the Serbian government's repression of independent trade unions and other emerging democratic institutions pressing for peace.

"Arrests and torture are commonplace. Food is distributed selectively by the state-controlled unions and information is twisted by the state-run media. Workers continue to live in fear," the council said.

The council received a report by the AFL-CIO's Free Trade Union Institute showing that independent trade unions in the former Yugoslavia face formidable obstacles just to survive.

In 1990, the state controlled unions were abolished and replaced with new "autonomous" unions that retained the assets, policies and leadership of the old unions, according to the report.

FTUI reported that new, truly independent unions face several common problems, including a lack of assets and staff, workers' fears of self-organization, confusion about the role of unions, management manipulation, the strength of official unions, company unionism and nationalism.

Steve Yarmola/AFL-CIO News

**Ken Douglas,** president of the New Zealand Council of Trade Unions, describes how unions in his country are under broad-scale attack.

# New Zealand trade unionist warns of deregulation virus

**Chicago**

A virus of deregulation and de-unionization has infected New Zealand and, if left untreated, could cross national boundaries and attack the labor movement in the United States, the AFL-CIO Executive Council was warned.

Ken Douglas, president of the New Zealand Council of Trade Unions, described how the 1991 Employment Contracts Act — ostensibly designed to create an attractive environment for business — had stripped unions of their collective bargaining rights.

"They have turned New Zealand into a laboratory in which every institution that is seen as interfering with the efficiency of the marketplace is under attack," Douglas said.

The most onerous aspect of the law, a so-called freedom to contract, requires that each individual worker bargain under a separate contract. Without collective bargaining, unions are required to represent individual workers only at their request, he said.

"It was a case of a government using the terminology of democracy to restrict the rights of workers, much like what has happened with your so-called 'right-to-work' laws," Douglas said.

Unions were removed from the statutes. There is no process for registration, recognition or specification of union rights, roles or obligations.

The courts allow employers to secure contracts by bargaining directly with individual workers even when they have chosen to be represented by a union. Workers may remain silent or decline offers of individual negotiation. However, employers can lock them out or replace them for their reactions.

"Freedom of contract" allows employers and workers to make arrangements to suit themselves with restrictions. For example, strikes to secure an agreement binding more than one employer are illegal.

The New Zealand courts have said management can replace workers who don't accept a new contract with others who will. Employers can also change terms — including wage rates and allowances of contracts once old agreements or contracts expire, provided due notice is given.

AFL-CIO President Lane Kirkland, noting that the free-market extremists had turned their campaign to Australia and Fiji, warned that U.S. labor must maintain vigilance.

"We cannot assume this free-market idolotry will stay in New Zealand," Kirkland said. "It is a global marketplace and employers are eager to use the notion of international competitiveness to take away worker rights, to limit our collective action."

New Zealand unions are hanging on, Douglas said. "We've tried to maintain a vision of labor affecting social policy for the whole of society. We've argued that the loss of benefits is an impediment to the labor market." But a hostile press has made it difficult to gain public support, he said.

# Council: China MFN backs unholy economic alliance

**By James B. Parks**

By extending most-favored-nation status to China, the United States is ignoring its basic ideals while supporting an unholy economic alliance between greedy multinational corporations and a brutal, repressive dictatorship, the AFL-CIO declared.

The federation's executive council, meeting in Chicago, called for the immediate revocation of China's MFN. "It is time to stop business-as-usual with a brutal dictatorship that executes or detains without trial in forced labor camps those who dare to advocate democratic values," the council statement said.

"Extending MFN privileges is to continue to support an economic system that depends on the repression of workers and on production by political prisoners."

Unless both houses of Congress disapprove, President Bush will extend China's MFN, which allows Chinese products to enter the country at the lowest normal duty. The House of Representatives on July 21 passed a resolution backed by the AFL-CIO that would repeal China's MFN. The Senate is now considering similar legislation.

Because of Chinese import barriers, the United States has a $12.9 billion trade deficit with China, second only to our deficit with Japan. But thanks to MFN, America is now China's biggest market, receiving 26 percent of all Chinese exports.

Each $1 billion in excess imports costs America 20,000 jobs, said AFL-CIO economist Mark Anderson, who heads the federation's trade task force. This means that in the last year alone, more than 240,000 well-paid Americans lost their jobs because of our government's policy toward China, he said.

The Bush administration's contention that China needs MFN to continue making progress toward democracy is "nonsense," the council said. "The Beijing regime's brutal crackdown at Tiananmen Square occurred nine years after China was given MFN. Today, 16 million Chinese are in labor camps," the council said.

The Bush administration's obsession with granting privileges to the butchers of Tiananmen can be explained, the council said, by the fact that China has become the latest source of "cheap labor so coveted by multinational corporations. . . . Scores of these companies are entering into 'partnerships' with China's communist government to exploit wages of as little as eight cents an hour."

"The American ideals of democracy, justice and basic human decency far outweigh profits for a few derived from worker oppression," the council said.

*"It is time to stop business-as-usual with a brutal dictatorship that executes or detains without trial in forced labor camps those who dare to advocate democratic values."*

## Problems in El Salvador

The council also condemned the marked increase in violence and persecution of trade unionists in El Salvador. These actions have dampened the promise of a permanent peace advanced in last year's peace accords, the council said.

"In recent weeks, right-wing death squads have dealt a near fatal blow to the peace process," by killing Miguel Angel Alvarenga and Ivan Ramirez, two top leaders of the free trade union, FENASTRAS, the council said.

The business community has refused to participate in the peace process and the government is acquiescing in the destruction of the peace accords by persecuting union leaders.

The council urged the United States to halt all economic and military aid to the Salvadoran government, as well as suspend El Salvador's participation in the Generalized System of Preferences and all other bilateral trade agreements, "until the murders cease and the conditions of the Peace Accord are met."

On other international matters, the council:

- Heard a report from Vice President Jack Otero of the Transportation Communications Union on the work of the Labor Committee for a Free Cuba, which provided extensive information to the International Labor Organization that resulted in a condemnation of Cuba's suppression of trade unions.

Otero noted that Cuban dictator Fidel Castro has been given new life in the last few months because of a new trend in investments by companies in Europe and other places, "when his downfall should be only a matter of weeks."

- Was told by AFL-CIO President Lane Kirkland that the federation has demanded that Malawi dictator Hastings Banda immediately release trade union leader Chakufwa Chihana and other political prisoners and that free elections be held.

Steve Yarmola/AFL-CIO News

**Teamsters President** Ron Carey describes government efforts to expand its control over his union. Listening (from left) are Executive Council members Vincent R. Sombrotto, Morton Bahr, Joyce Miller and William H. Wynn.

# Labor united behind IBT vs. U.S.

**Chicago**

The Justice Department's recent efforts to expand its control over the Teamsters is "the latest — and most dangerous — manifestation of government's continuing abuse of its powers under the United States vs. IBT consent decree," the AFL-CIO Executive Council said.

The council issued its statement after IBT President Ron Carey explained that under the consent decree, the government is committed to reduce its authority nine months after Jan. 23 certification of union elections.

That authority is supposed to be limited to participation on the Independent Review Board, which would include representatives from the government and the union, as well as an "impartial" third member.

But now, the council statement said, "the government seeks a court order granting each member of the Independent Review Board, rather than the majority, the power to act unilaterally in launching investigations and other matters."

The government also seeks "an unlimited warrant to spend union money and to attend any meeting of the General Executive Board, any Teamster local union or joint council," the AFL-CIO said. "This is routine in an authoritarian society, but it should have no place in a democracy."

*"The government seeks a court order granting each member of the Independent Review Board, rather than the majority, the power to act unilaterally in launching investigations and unlimited warrant to spend union money and to attend any union meeting. This is routine in an authoritarian society, but it should have no place in a democracy."*

**— AFL-CIO Executive Council**

The U.S. intervention already has cost union members $27 million just for the government representatives, Carey said. "Now they want us to pay a government lawyer $385 an hour and let him hire other government lawyers. And our members are expected to pay for their benefits, too."

In the same connection, Carey noted that U.S. District Judge David Edelstein had stated he would require the union to send transcripts of the most recent court proceedings to all IBT members, at a cost to the union of several million dollars.

Edelstein has named former CIA and FBI Director William Webster as the impartial member of a three-member union review board.

Carey told the council the union had suggested as the impartial board member such observers as former Labor Secretaries W. J. Usery and Ray Marshall, but that Edelstein had imposed the government's choice.

AFL-CIO President Lane Kirkland told a news conference that the government intrusion into a free trade union is "dangerous to freedom and democracy in this country."

Having entered into the consent agreement with the union, Kirkland said, the government should honor the terms of the agreement. "But the government sort of exempts itself from living up to its own promises, its own commitments."

The entire labor movement "stands ready to assist the Teamsters in their efforts to regain their full autonomy," the council said. "This union should be returned to its members and to their officers who have been democratically elected to be their legitimate representatives."

# Council says U.S. jobs key in HDTV choice

**Chicago**

High-definition television, the TV of the future, ought to be developed in a way that ensures that tens of thousands of manufacturing jobs in a new multi-billion-dollar industry are located in the United States, the AFL-CIO Executive Council said.

"The trade union movement has long promoted jobs in high-technology industries that provide a good standard of living and the advantage of union membership for American workers. It is clear that the development of HDTV could provide just such opportunities," the council said.

"Moreover, many American workers with years of experience manufacturing televisions have skills and experience that would be useful in the HDTV industry," the council added.

The Federal Communications Commission is considering proposals for the U.S. transmission standard of HDTV from three major consortia — Massachusetts Institute of Technology/General Instruments, AT&T/Zenith Electronics and Thomson Consumer Electronic/Philips Laboratories.

Thomson and Philips have their television manufacturing plants in the United States, most organized by the Electronic Workers and the Electrical Workers.

The two companies are foreign-owned. Philips' parent is Dutch and Thomson's is French.

Zenith, the only other television manufacturer in the running, produces its sets in Mexico.

"Our concern is jobs. It's as simple as that," said IUE President William H. Bywater. "We want the one that promises to keep jobs in the United States. Otherwise the HDTV standard is useless to us."

Besides technical feasibility and the quality and cost of the product that would be available to American consumers, the number of manufacturing jobs preserved or created in the United States should be a consideration, the AFL-CIO said.

"The AFL-CIO strongly supports the domestic development of HDTV," the council statement said, "and it urges the FCC to choose the transmission standard that offers the greatest benefit to American workers and consumers."

# Council assails Bush economic record, seeks public investment

**Continued from Page 1**

Oswald told the council that the Bush economic record is the worst since World War II, and that Republican presidents all have produced the least amount of growth among administrations since Truman.

Oswald pointed out that 1.3 million manufacturing jobs have been lost since January 1989, and that the only job gains during the Bush era have come in low-wage sectors. The unemployment rate has risen each year of his term, from 5.3 percent in 1989, to 5.5 percent in 1990, to 6.7 percent in 1991 and to a 10-year high of 7.8 percent in June.

The council also reinforced its crusade for the restoration of the U.S. shipbuilding and ship repair industry, which has been crippled by government maritime policies as hundreds of thousands of good-paying jobs were exported to foreign yards.

The United States has plummeted in international ranking from first to 30th as the number of shipyards declined from more than 100 to 17, the council noted. Just in the last decade, 40 yards were shut down, wiping out 120,000 jobs.

"Today, not one merchant ship is under construction in American shipyards," the council pointed out. "If it were not for naval construction and repair work, the U.S. shipbuilding and repair industry would be nearly extinct."

The council noted that the Bush administration "now proposes a maritime policy which promotes foreign building of ships. Instead of assisting the distressed industry, the Bush administration would damage it further.

"The United States has the resources, capacity and the skilled work force it needs to lead the world in shipbuilding and repair. Yet government policy has allowed this once thriving industry to deteriorate," the council said.

The council urged Congress and the administration to follow through on the federation's 1991 convention resolution, which outlines an effective plan "that puts the needs of the nation and its workers ahead of all other considerations in the development of a strong national maritime policy."

That 1991 convention statement said that international cooperation during the Persian Gulf war should not lull the United States into thinking it can survive without U.S.-built and U.S.-flagged vessels. "There might be less cooperation in the future," the statement warned.

In other matters, the council:

- Heard a report from AFSCME President Gerald W. McEntee, chairman of the Working Families Committee, who expressed optimism that legislation for unpaid family and medical leave would be approved by both houses of Congress and sent to Bush before the general election. The president has threatened to veto the bill even while trying to make "family values" a campaign issue.
- Heard a report on continuing negotiations between rival factions of the Marine Engineers. President John J. Barry of the Electrical Workers, chairman of a three-member committee appointed to look into the matter, reported that the two groups, headed by Alexander C. Cullison and Gordon Ward, have been making some progress.
- Received a report from Teamsters President Ron Carey confirming the IBT's intention to honor the anti-raiding provisions of Article XX of the AFL-CIO Constitution. Several council members noted that Carey's efforts since he assumed office in January already had produced results in various disputes around the country.
- Announced that the next meeting of the council would be in Bal Harbour, Fla., Feb. 15-19, and that the 1993 AFL-CIO Convention would be held at the San Francisco Hilton Oct. 4-7.

# Pension power: Unions urged to boost U.S. jobs

By James B. Parks

Unions must expand the use of pension funds to help generate the capital for housing, new businesses and the preservation of jobs and industries so critical to the nation's economic recovery, the AFL-CIO Executive Council was told in a report by the federation's Pension Committee.

With foreign and domestic markets rapidly changing, trustees also have to look carefully at where their money is invested and how it is being used, said Bricklayers President John T. Joyce, who chairs the committee.

The report recommended that unions monitor where their pension fund assets are invested and consider screens for companies and nations that violate internationally recognized labor, human rights, environmental and workplace safety standards.

At the same time, Joyce said, unions should explore opportunities to earn appropriate rates of return while also promoting local economic development and investment in human capital.

This means favoring those enterprises that have the potential to create jobs, generate affordable housing and have a record of promoting fair labor, health and safety, civil rights and environmental standards, he said.

The report also urged a re-examination of the idea that investing in domestic companies will boost the U.S. economy. Today, many of the U.S. companies where pension funds are invested are multinational corporations with considerable ties to foreign markets and economies. At the same time, many pension funds are making direct foreign investments.

To ensure that labor's cause is promoted in this international environment, union pension fund policies should exclude investment in countries whose activities threaten domestic jobs, production capacity and the balance of trade, Joyce said.

Some employers are using competitiveness as a reason to exploit workers by threatening to shift jobs overseas to thwart workers' efforts to organize or to force givebacks, the report noted. Pension funds, as investors, potentially have enough leverage to stop these abuses as well.

The labor movement already has extensive experience in using economically targeted investment (ETI) to promote labor's interests, Joyce said. Examples include efforts to screen out investments in companies that operate in South Africa and Northern Ireland.

Unions also have had great success in ETIs that promote affordable housing, union-built construction and job-creating business expansions, Joyce said.

A 1989 survey by the Institute for Fiduciary Education found that, of the public-sector pension funds that had evaluated the performance of their ETIs, 91 percent had met or exceeded the funds' financial performance objectives. A 1992 Marco survey showed ETIs that used union labor significantly outperformed other similar investments, Joyce said.

Not only do these programs make money, they stimulate the economy and create jobs, Joyce said. For example, the approximately $1 billion invested in projects since 1964 by the AFL-CIO's Housing and Building Investment Trusts has created an estimated 16.5 million hours of work in the building and construction trades nationally and more than 25 million hours of work across all industries.

The Union Mortgage Account has generated construction jobs for 150 union locals in eight states. The $460 million invested through the Union Labor Life Insurance Company's "J for Jobs" program has kept 1,400 carpenters, bricklayers, electricians and other construction workers employed full time for five years, Joyce said.

# Labor pours in effort, money to rebuild LA

## *AFL-CIO investment totals $75 million*

By Sharolyn A. Rosier

The AFL-CIO Pension Investment Program has committed $75 million to rebuild commercial and residential areas in South Central Los Angeles, the Executive Council was told during its meeting in Chicago.

"These are guaranteed investments," PIP Chief Executive Officer Stephen Coyle said. "We're not taking any risks with these pension funds. The idea is to make short-term investments today and long-term investments such as putting union men and women back to work will follow."

Los Angeles, torn by disturbances in the wake of the acquittal of four L.A. policemen in the videotaped beating of motorist Rodney King, is only one of many American cities that need the kind of investment that the AFL-CIO program is providing, Coyle said.

"In my view, there are many needy areas like South Central L.A.," Coyle said. "There's Southside Chicago and the South Bronx, for example. We see great potential in putting pension funds to work for jobs and economic betterment of our inner cities.

"We can't continue to pass on the price for neglect," Coyle said. "We are witnessing the deterioration of urban America, the loss of jobs and opportunities and, worst of all, a lack of hope."

Coyle said the investment program, through PIP's Housing Investment Trust and Building Investment Trust, is proceeding despite the "lack of effort" by the Bush administration and "slow responsibility" by the private sector.

The disturbances included two days of arson and looting resulting in thousands of blazes that destroyed more than 3,500 small businesses. The damage is estimated at approximately $1 billion with approximately half covered by insurance.

While labor groups are busy helping to rebuild Los Angeles, their efforts have been largely ignored by the media while a spotlight has fallen on a corporate Rebuild LA program headed by Peter Ueberroth, who chose to leave out labor organizations.

Steve Yarmola/AFL-CIO News

**Stephen Coyle,** chief executive officer of the AFL-CIO's Pension Investment Program, tells council of plans to invest in Los Angeles revitalization. AFL-CIO Secretary-Treasurer Thomas R. Donahue is at left.

"The loss is theirs, not ours," said William Robertson, executive secretary-treasurer of the Los Angeles County AFL-CIO. "We have donated our money, time and more than 50 tons of food to churches and community organizations and, as long as there is a need, we will work to fulfill it."

Coyle has made seven trips to Los Angeles to develop the investment plan, which includes three phases — commercial buildings, building and repair of single family homes and rental/multi-family housing.

Investment possibilities are being evaluated by an AFL-CIO Trusts team, said Coyle. The national and Los Angeles County AFL-CIOs, as well as locals in the Los Angeles area, are facilitating the assessment. "We are also meeting with community groups, government officials, developers and retailers to secure sound investments."

BIT is targeting approximately $25 million for investment in supermarket developments, Coyle said. Some 44 markets were damaged during the disturbances, but the area has few large supermarkets, such as those commonly found in suburban neighborhoods that generate $2.4 billion a year in sales.

"This is a high priority because many union members lost their jobs as a result of the civil disturbances," said Coyle, who is coordinating efforts with the Food and Commercial Workers, whose members were particularly hard hit.

BIT is engaged in discussions with representatives of Vons, the largest supermarket chain in southern California, which plans to build up to 12 stores in the inner-city communities in Los Angeles.

Discussions also are ongoing with a number of drug store chains and retail stores.

Unemployment in South Central Los Angeles is a staggering 15.2 percent. While the poverty rate in the nation is 13 percent, in South Central Los Angeles it is 33 percent.

Housing development in the area has been scarce since 1980, with only 7.9 percent of housing stock built between 1980 and March 1990.

Considering the high cost of land and construction in Los Angeles, the housing for low- to moderate-income families is not being built without substantial assistance and subsidies from governmental agencies.

HIT is in the initial stages of targeting projects for up to $50 million in investments. The trust requires that all projects be built with union labor.

"We will be working with Community Build to target certain areas in dire need of affordable housing," Coyle said. Community Build is a grassroots minority group in South Central Los Angeles.

Of the renters in the area, 58.9 percent had monthly costs that were 30 percent or more of their household income. "Our aim is to promote decent affordable housing and a better community environment by offering the necessary investment dollars," Coyle said.

# Bush 'choice' school scam, council says

Chicago

The Bush administration's plan to use public money for private school vouchers reneges on the nation's promise of quality public education for every citizen, the Executive Council said.

The administration's so-called "school choice" plan — and similar programs proposed in many states — will simply transfer tax dollars to private schools and undermine the public school system, the council statement said.

President Bush has proclaimed himself the "education president," yet the voucher approach will take resources from the real challenge of improving the nation's schools for all children.

AFT President Albert Shanker told the council that Bush's plan was a blatant attempt to appeal to Catholic voters. "But he doesn't tell them that vouchers would be means-tested, and that most families who send their kids to private schools would be ineligible."

Shanker said the simple arithmetic of the $500 million Bush budget for the program divided by the number of families who think they will get the $1,000 voucher dictates that the Bush program could serve only one of every 20 applicants. That hoax will eventually cause a lot of anger when details of the Bush program are known.

In contrast to the Bush voucher giveaway, Democratic presidential nominee Bill Clinton has outlined a program to strengthen public schools and student skills, stressing that "we can only be a high-wage, high-growth country if we are a high-skills country."

Clinton's plan includes preschool and Head Start programs for all children who need them, a national exam system to boost student performance in math and the sciences, a national apprenticeship program for non-college bound students, adult literacy programs and on-the-job training for those who need them, and a national "trust fund" for education loans.

The nation's growing inequality in income distribution, coupled with the diversity of national origin of its citizens, requires a "unifying educational experience," one that can only be provided by public schools, the council said.

# UNION NEWS

## Unions reach some accords at 'Baby Bells'

Unions representing workers at five regional Bell operating companies bargained down to the wire, reaching tentative settlements or continuing talks past the contract deadline.

Some 219,000 workers are members of the Communications Workers; another 14,000 are represented by the Electrical Workers.

Tentative agreements have been reached covering workers at Ameritech, BellSouth, Southwestern Bell and Pacific Telesis, but tough negotiations are continuing with Bell Atlantic. All agreements will be submitted for membership ratification.

The BellSouth proposed package provides for an 11.3 percent wage increase over the three-year contract term, along with health care and pension improvements.

It broadens job security by shifting work done by outside contractors back to the bargaining unit and expands the job pool offerings for "surplus" workers.

The Southwestern Bell proposal provides a 12.3 percent wage increase over the three-year contract term, a new profit-sharing plan and pay upgrades for workers in rural areas. It provides for employer neutrality in organizing drives and gives "surplus" workers transfer rights to other subsidiaries.

At Ameritech, the proposed settlement provides a 13 percent increase in wages over the contract term, as well as pension, health care and profit sharing improvements. The proposal contains job security provisions, including transfer rights to areas termed "non-union," preserves health care benefits for retirees and provides access to union organizers.

The tentative accord at Pacific Telesis expands job security provisions, provides a 12 percent wage increase over the three-year term and boosts pensions by 13 percent.

Earlier this year, IBEW reached a new three-year agreement with one of the six Ameritech companies, Illinois Bell.

Talks are continuing between CWA and U.S. West, another of the so-called "Baby Bells," where a contract covering 39,000 expires Aug. 15.

Bill Burke/Page One Photography

**Postal Workers** President Moe Biller delivers keynote address during the union's convention.

## APWU cheers management shake-up

**By Colleen M. O'Neill**
***Anaheim, Calif.***

News that Postmaster General Marvin Runyon planned to cut managerial positions by 25 percent and overhaul the bureaucracy dominated the final day of the Postal Workers convention.

"This union is pleased the Postmaster General has agreed with us the bureaucracy is too big," said APWU President Moe Biller. "There is one supervisor for every six workers. But workers shouldn't suffer because of the stupidity of the U.S. Postal Service."

The proposed changes, which will not affect the jobs of union members, are designed to reduce the Postal Service deficit, which is expected to climb to $2 billion next year, and to delay a postal rate increase.

Prior to the Runyon announcement, more than 3,300 delegates had spent three days setting the union's course for the coming years in spirited discussions that prompted Biller to remark that the delegates were seeing "union democracy in practice."

Among the convention's contested issues were the creation of a second national business agent for the maintenance division in the western region and the retention of several elected positions in the union's headquarters office.

Biller indicated the importance of the issue of elected positions in the first day's keynote address.

"I must remind you that APWU has more elected national officers than any other union in the country. If there were fewer elected officers and a larger professional staff, it would be easier to make any and all personnel changes necessary for the good of the union."

The delegates split on the issue, eliminating the positions of APWU assistant health plan director and health plan claims representatives, but retaining the elected position of legislative aide. The convention also denied the creation of the second business agent slot.

Delegates also supported interlevel bidding for part-time regular and full-time regular employees and approved a $1 per member assessment per year to go to the Postal Employees' Relief Fund, provided that all other postal unions and organizations adopt the same assessment.

Resolutions supporting a woman's right to choose whether or not to have an abortion, a ban on the use of "permanent replacements" for strikers and support for tax reform, civil rights, family and medical leave were adopted.

The convention endorsed by acclamation the Democratic team of Gov. Bill Clinton for president and Sen. Albert Gore for vice president.

"American workers have made America great," AFSCME President Gerald W. McEntee told delegates. "What do we get? A Labor Department ill-advised, ill-staffed and poorly managed. They sure don't represent us.

"It's time in America for the labor movement to close its ranks — for Steelworkers to march with Teachers, Postal Workers to march with Machinists, AFSCME members to march with Steelworkers, Auto Workers and Rubber Workers...to elect Clinton and Gore."

Not all the action took place on the floor of the Anaheim Convention Center. The Thursday before the convention opened, more than 150 APWU national officers, headquarters staff members, delegates and guests joined other trade unionists at a California robotics company to picket a campaign appearance by President Bush. Their efforts were successful — Bush's handlers moved the appearance to another site.

Election of national union officers for three-year terms will be conducted by mail ballot next month.

## AFT grades Congress, finds deficiencies in White House

**Pittsburgh**

The AFT convention issued the union's voting record for the 102nd Congress, noting that AFT energies primarily were spent in beating back a White House agenda that is hostile to the needs of American workers.

The Bush agenda seems to be focused on "short-changing already underfunded domestic programs, systematically attacking unions, eroding the economic well-being of working people and undermining personal and civil rights," AFT President Albert Shanker said. His prescription: a Democratic Congress working with a Democratic administration.

Some 4,000 cheering AFT delegates greeted Democratic presidential candidate Bill Clinton, who outlined his plans for education reform with the message, "progress is possible."

Clinton said President Bush has failed to live up to his self-proclaimed title of "education president." After applying clear standards to assess that claim, "we need to make a change in the White House so we can make some changes in the schoolhouses of the United States," he said.

Delegates gave Clinton a rousing endorsement in his campaign for the presidency.

In his "state of the union" address, Shanker outlined two keys to education reform — improving traditional schools and creating new innovative schools.

A national curriculum and tests that accurately assess student progress also must be developed, he said. "We've got to show that it is we who are for change, real change, real improvements in these services."

A two-year review of the AFT's mission, structure, policies, budget, service to members and other concerns also was taken up by delegates. The report, "AFT of the Future," involved the participation of some 1,500 union leaders.

Delegates called for action to stem the rising tide of school violence. They backed the creation of alternate education sites for persistently disruptive or dangerous students, federal aid to help school districts combat crime and creation of violence-prevention programs.

The AFT also reported that organizing victories and affiliations over the past two years has brought membership to just under the 800,000 mark, with members organized around five basic constituencies — teachers, paraprofessionals and school-related personnel, public employees, higher education faculty and staff, and nurses and health care professionals.

Workshops covered health care reform, funding for schools, privatization and vouchers and education standards and reform. Speakers included Pennsylvania Sen. Harris Wofford and Steelworkers President Lynn Williams.

# Tourism video helps HERE gain L.A. hotel pact

**Los Angeles**

Hotel Employees and Restaurant Employees Local 11 used an innovative public relations campaign to help forge a new six-year contract with the hotels in this city.

The union produced "City on the Edge," a video that argues the city will never succeed as a tourism and convention destination if the tourism industry continues to contribute to economic and social polarization in Los Angeles.

The video was mailed to convention and meeting planners throughout the country. The National Association of Broadcasters even reconsidered staging its convention in Los Angeles after viewing the video.

"I don't think it was a coincidence that one week after the national media discovered the video, we arrived at a mutually agreeable settlement," said Matthew Walker, spokesman for Local 11.

"The message of our tape remains absolutely true," said Local 11 President Maria Elena Durazo. "While a settlement on behalf of these employees is an extremely encouraging sign in the current economic climate, our future work is cut out for us because Los Angeles, much less its tourism industry, will never rebuild if tens of thousands of its workers remain trapped in permanent poverty."

The contract, which was ratified by a vote of 677-12, covers 5,000 workers at 10 Los Angeles hotels, including the Bonaventure, Biltmore, L.A. Hilton, Beverly Hilton and Century Plaza.

Medical and dental coverage was the primary issue for the union, which rejected a partial co-payment by workers proposed by the Hotel Employers Council. The new contract includes full employer-paid medical benefits, with the employers more than doubling their contributions to the health fund from the current $1.53 an hour to $3.08 an hour in 1997.

The workers also will be guaranteed wage increases over the life of the contract, after a wage freeze for the first-year. During the life of the contract, effective April 16 and running until April 1998, wages will increase by $1.55 per hour for non-tipped workers and 55 cents an hour for tipped workers.

Workers are guaranteed the right to be rehired by a hotel that closes for renovation or other reasons and protects seniority and other union rights when it reopens.

In the final year of the contract, the employers' contribution to pension plans will rise from the current 18 cents an hour to 28 cents an hour.

Local 11 is now in negotiations with employers who do not bargain through the Hotel Employers Council, including the Bel Air, Beverly Hills, Beverly Pavillion and Beverly Rodeo hotels, as well as the University of Southern California, the L.A. Coliseum and many restaurants throughout Los Angeles and Beverly Hills.

# IAFF: Sullivan ignored law, should be fired

**Vancouver, B.C.**

The Fire Fighters are demanding that President Bush dismiss Health and Human Services Secretary Louis Sullivan for ignoring a law on the transmittal of infectious disease.

The call for Sullivan's ouster was one of more than 100 resolutions addressed during the 41st biennial convention of the Fire Fighters Aug. 3-7.

Nearly 1,500 delegates called for Sullivan's ouster, endorsed the candidacy of Democratic presidential and vice presidential nominees Bill Clinton and Al Gore, and re-elected by acclamation President Alfred Whitehead and Secretary-Treasurer Vincent Bollon.

It has been two years since Congress passed the Ryan White CARE Act, which authorizes a program to notify fire and emergency personnel when they are exposed to infectious diseases in the line of duty. The act, signed by Bush Aug. 18, 1990, directed HHS to write regulations and set up the notification program within 180 days.

HHS has written all the regulations called for in Ryan White, except those dealing with notification of firefighters, emergency medical personnel and other first responders exposed to infectious disease.

Despite repeated requests from the IAFF and from members of Congress, HHS has done nothing to implement that part of the law. This continuing lack of action prompted the convention to send Bush a telegram immediately demanding Sullivan's dismissal.

The inaction by HHS is one of many examples of the current administration's hostility to the fire and emergency services, delegates said as they endorsed Clinton and Gore.

IAFF photo

**Fire Fighters** Secretary-Treasurer Vincent Bollon and President Alfred Whitehead acknowledge cheers after their re-elections.

"For nearly four years, the Bush-Quayle administration has blocked every attempt by the IAFF to protect our lives and public safety," said Whitehead. "There has never been a greater need for effective leadership or a better time for a change."

In a message to convention delegates, Clinton promised to "set a fire under those Bush bureaucrats who have held hostage legislation that is important to you."

In contrast, Clinton has shown independent leadership in addressing underfunded public employee pension funds in Arkansas and Gore is co-chairman of the Congressional Fire Services Caucus, the largest caucus in Congress.

"Bill Clinton will end the gridlock of government and work with our friends in Congress," said Whitehead. "Together they will pass legislation tackling the critical issues we face today."

Besides re-electing Whitehead and Bollon, delegates also re-elected 16 vice presidents and two trustees and elected a third trustee.

In a message to the delegates, AFL-CIO President Lane Kirkland reiterated the federation's support for collective bargaining rights for fire and emergency personnel. "The entire labor movement stands with you and your union's energetic leadership on this issue," Kirkland said.

"Even where collective bargaining is not in place, your union has done an outstanding job through other means such as legislative action and building general public support," Kirkland said.

A number of Canadian speakers implored American delegates to do everything they can to halt the impending North American free trade deal, which would result in more unemployed workers in Canada and the United States and more exploitation in Mexico.

Other speakers included Charles McDonald, executive assistant to AFL-CIO Secretary-Treasurer Thomas R. Donahue, and Marian Meagher, vice president of the British Columbia Federation of Labour.

McDonald traced local and state budget shortages to the economic record of the Reagan-Bush years, when federal aid to states dropped.

# UFCW locals strike over 'unequal sacrifice'

After agreeing to make concessions twice during contract negotiations, members of four Food and Commercial Workers locals in Texas were forced to strike over what they described as management's unwillingness to make equal sacrifices with its workers.

Some 3,000 members of UFCW Locals 455, 408, 540 and 1000 struck AppleTree Markets on July 16 after the food chain nullified its contracts and imposed additional reduced wage and benefit terms.

The union has picket lines at 49 of the company's 50 stores in Houston, Austin and the Bryan-College Station area. The company has threatened to "permanently replace" the striking workers.

"We went from agreeing to grant $5 million in labor concessions to management wanting us to agree to $11.7 million," said Local 455 Secretary-Treasurer Richard Elliott.

"We can't take it all out on our people in their health insurance and pensions," Elliott said. "Management needs to make cuts to make this work. You can't have a team effort when one side has to pay the price. We want equality of sacrifice."

AppleTree terminated its UFCW contracts after it filed bankruptcy in January. In June, the bankruptcy court allowed the company to abolish its union contracts as part of a reorganization plan. The new terms would decrease workers' salaries anywhere from $3 to $5 per hour, with hours not guaranteed.

"Management wants to take it out on the hides of the members," Elliott said. "We want to work out a contract that's fair to all sides. The company refuses to accept the idea of equality of sacrifice. They want the full-time workers to take the hits."

Elliott said the union is getting good customer and community support and is building coalitions with various publics. "The public recognizes that this is a fairness issue," he said.

## Inbrief

### Clinton urges fair deal with Mexico

**San Francisco**

The United States should not rush to accept President Bush's version of a "free" trade agreement with Mexico, Democratic presidential nominee Gov. Bill Clinton told delegates to the California AFL-CIO Convention.

Clinton's July 27 appearance at the convention was one of his first appearances after his nomination at the Democratic National Convention and his triumphant bus ride through the U.S. heartland sent him soaring in the polls.

"If we raise the labor standards, raise the environmental standards and have the right kind of long-term plan to integrate the two economies, then we could do well and so could they," Clinton said, noting the wide disparity between the economies and wage rates of Mexico and the United States.

AFL-CIO Secretary-Treasurer Thomas R. Donahue praised Clinton as an eloquent spokesman for working people.

Delegates re-elected Executive Secretary-Treasurer John F. Henning to his 12th term and President Albin Gruhn to his 16th term and elected two new vice presidents — Janice Wood of District B and Wayne Clary of District 1.

Other speakers included AFL-CIO Vice President Jack Otero of the Transportation Communications Union.

### Montana convention raises per capita

Delegates to the Montana AFL-CIO convention voted to raise per capita payments by a nickel per member per month, beginning in January 1993.

Don Judge, Montana AFL-CIO executive secretary, noted that the 200 delegates were the most in a decade.

Delegates endorsed the re-election of Rep. Pat Williams (D) to Congress and supported Dorothy Bradley (D) in her race to defeat Gov. Stan Stephens.

They also approved resolutions to organize a Frontlash chapter at the University of Montana, to support a state and national health care program, to reform the Hatch Act and acknowledged the effectiveness of the Union Privilege Program.

# ECONOMY

# Jobless rate stays high despite part-time hires

By John R. Oravec

Employers hired 284,000 more part-time workers who could not find full-time jobs in July, accounting for a slight dip in the nation's jobless rate to 7.7 percent from 7.8 percent in June.

"Any drop in the unemployment rate is good news because jobs are the economic figure that matters most," AFL-CIO President Lane Kirkland said. "But July's tiny improvement leaves the nation in the worst shape in 91 months instead of the worst in 92 months."

Kirkland pointed out that the Bush administration is wrong to trumpet 200,000 new jobs because 90,000 of those jobs were taken by teenagers just for the summer. Employment in goods-producing industries declined by 17,000.

The only way out of the two-year-long recession, Kirkland said, is for the nation to take a new direction "toward direct job creation, revitalizing our national infrastructure, upgrading housing and education programs and relieving hard-pressed state and local governments."

Despite the slight dip in the jobless rate, the Bureau of Labor Statistics noted that 9.8 million workers were counted as officially unemployed. Part-time workers are counted as fully employed.

Overall, 6.3 million persons were in part-time jobs for economic reasons and another 1.1 million discouraged workers had given up the search for jobs.

Adding all three — the jobless, part-time and discouraged workers —means 17.1 million persons are affected by total or partial unemployment, AFL-CIO economist Greg Woodhead pointed out.

And even with the youth summer jobs program, the jobless rate for teenagers eased to only 21 percent, Woodhead noted. Unemployment in July for black teenagers at 38 percent was more than double the 17 percent rate for white teenagers.

In key industries, the jobless rates remained stuck at recessionary highs: manufacturing, 8.3 percent; mining, 10.6 percent; and construction, 16.5 percent.

Over the last 12 months, more than 200,000 U.S. factory jobs have disappeared. And since the start of the Bush administration in January 1989, 1.3 million manufacturing workers have lost their jobs, Woodhead said.

Seven major industrial states recorded jobless rates well over the national average: New Jersey, 9.8 percent; Michigan and New York, both at 9.4 percent; California, 8.9 percent; Florida, 8.6 percent; Illinois, 8.4 percent; and Massachusetts, 8.3 percent.

The July unemployment survey was conducted a week before a surge of layoffs increased the number initial jobless claims by nearly 70,000 — the sharpest one-week jump in more than a decade — to 469,000, seasonally adjusted.

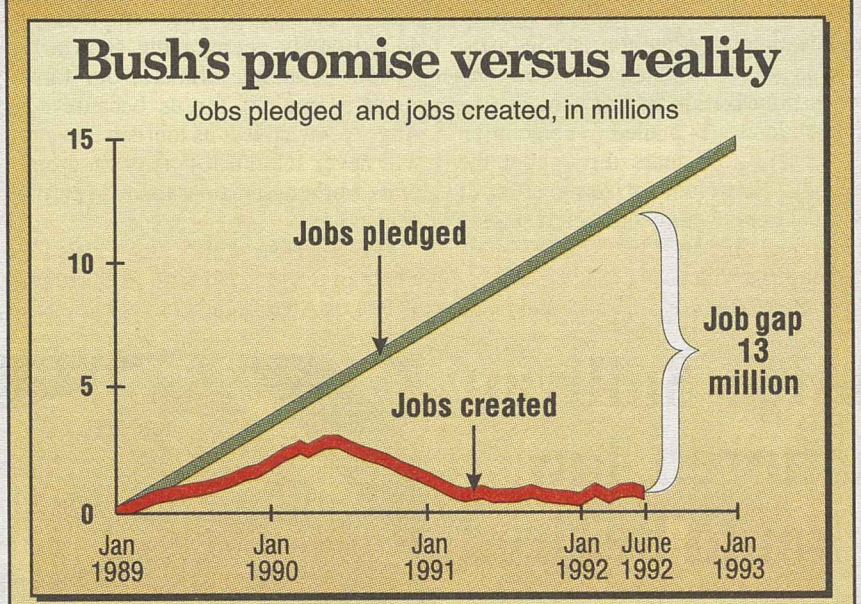
Layoffs in the automobile industry accounted for much of the surge, the Labor Department said. Hardest hit were workers in Ohio, where new claims rose by 33,400, and Indiana, up 19,200.

In other economic reports:

- The government's main forecasting gauge of future economic activity slipped 0.2 percent in June after edging up slightly in each of the four previous months. The Commerce Department said six of the 11 components in the leading economic indicators declined, four others rose and one was unchanged.

Indicators on the downside included drops in money supply, factory workweek, building permits, consumer confidence, stock prices and a rise in new jobless claims.

## Significant statistics




Since the start of the Bush presidency, there has been a net gain of less than 1 million jobs as of June — 13 million behind schedule of what he had pledged to generate. Actually, 1.3 million U.S. factory jobs have disappeared since January 1989.

| | |
|---|---|
| **July jobless rate** | 7.7 percent |
| Unemployed workers | 9.8 million |
| **Initial UI claims** | |
| Week of July 25 | 469,000 |
| Change over week | +69,000 |
| **Construction spending** | |
| June (annual rate) | $416.9 billion |
| Change over month | -1.5 percent |
| **Factory orders** | |
| June | $244.2 billion |
| Change over month | +2.3 percent |
| **Business failures** | |
| First half 1992 | 50,582 |
| Change over year | +16.2 percent |

AFL-CIO NEWSGRAFIC

Analysts saw the downturn in the indicators as another sign of a stalled recovery from the two-year-old recession.

- Further evidence of the continuing economic slump was reflected in Commerce Department data showing the gross domestic product rose at a limp annual rate of 1.4 percent in the second quarter. The government revised the first quarter economic performance to show the GDP rising at a 2.9 percent rate, not nearly enough to spur an upturn in the economy.
- Construction spending fell 1.5 percent in June to an annual rate of $416.9 billion, the Commerce Department reported. Government construction dropped 5.7 percent and private non-residential building slipped 0.9 percent, while residential construction rose 1.1 percent.
- On the brighter side, new orders for factory goods advanced 2.3 percent in June to $244.2 billion, after declining 0.8 percent in May. Durable goods orders were up 2.7 percent while nondurable goods orders rose 1.9 percent.
- Business failures kept climbing in the first half of 1992, rising 16.2 percent from the year-ago record levels "as the recession continues to take its toll across the United States," Dunn and Bradstreet Corp. said.

First-half failures totaled 50,582, up sharply from the 43,324 in the first six months of 1991. In June alone, 8,437 businesses went belly up.

# Donahue: Election key to defeating flawed free trade pact

**Continued from Page 1**

Friends of the Earth and the National Farmers Union.

Donahue noted that the Bush administration strategy of announcing an agreement but withholding the details gives the administration the chance to flood the nation with such statements as "what we've done is wonderful. With respect to U.S. trucking opportunities, we have created an open road in Mexico."

"Well, that road also runs through California and Texas and all the other states in the United States," Donahue said.

"And that road will be covered with Mexican truck drivers getting paid two bucks an hour and displacing U.S. truck drivers."

Donahue said a trip to the maquiladoras is the best way to understand what NAFTA would do on a broader scale. "U.S.-based companies have exported 600,000 jobs, paying poverty wages, to that Mexican border area. With NAFTA, that would grow to well over a million jobs by the end of the 1990s."

The resulting loss of U.S. jobs will mean staggering unemployment, said Electronic Workers President William H. Bywater, whose members have been especially hard hit by the relocation of such plants as General Electric, General Motors and Zenith to the maquiladoras.

"Displaced workers are now struggling to provide for their families. If they are lucky enough to find a new job, the pay is probably less and the benefits nonexistent," Bywater said.

Donahue noted that the Bush administration makes much of the U.S. trade surplus with Mexico, claiming that Mexico is the third-largest U.S. trading partner, but "45 percent of our trade with Mexico is American companies doing business with themselves in the maquiladoras." Without those skewed figures, Mexico would be sixth or seventh.

The maquiladora policy, which was intended to create twin plants, one on each side of the border, is a failed policy because "we got the warehouses and Mexico got the industrial plants," Donahue said. "We're not talking about light manufacture, but good jobs that have enriched this nation, that have been the backbone of the growth in the U.S. employment and U.S. living conditions."

The claim by the Bush administration that NAFTA will open up a promising new market for U.S. goods rings hollow, Donahue said. "It provides an enormous market of poor people. We could sell more manufactured goods and sell more products if we found more ways to take people out of poverty here in the United States and enrich them.

Donahue recalled that Democratic presidential candidate Gov. Bill Clinton told the California AFL-CIO that he would oppose any agreement that did not contain environmental and labor safeguards and contrasted the Bush approach to the experience of the European Community, which took nearly 30 years to integrate disparate economies.

"The EC gradually drew together, insured through a social charter, to make sure the working conditions, the living conditions in the community were generally harmonized," Donahue said. "They set aside some $70 billion to try to elevate their standards of life, so there would be no flow of jobs from richer countries to poorer countries."

By contrast, the Bush administration completed negotiations with Mexico and Canada in a year-and-a-half, under "fast-track authority" approved by Congress. Then it hurriedly announced an agreement in time for the Republican National Convention, which begins Aug. 17.

But the fate of Bush's NAFTA "will depend on the administration that's elected and the Congress that's elected" in November, Donahue said, since the current Congress will not have time to act on the measure.

"It's going to be more important for trade unionists and workers in this country to measure candidates on the question of where they stand on the loss of U.S. jobs," he said.

## Newsmakers

The Coopers, with some 400 members, have agreed to merge with the Glass, Molders and Pottery Workers, GMP President **James Hatfield** announced in Las Vegas at the union's convention. The merger must be approved by the AFL-CIO Executive Council. Earlier, the council approved the merger of the Leather Workers with the Office and Professional Employees, leaving the federation with 88 affiliates.

**William A. Duvall** resigned as president of the Painters, citing ill health, and the executive board chose as president **A. L. "Mike" Monroe,** the secretary-treasurer of the union since 1985. **Patrick Lane** was elected secretary-treasurer to replace Monroe and an international representative, **Bill Timmons,** replaces Lane as 4th district vice president. All changes were effective Aug. 7.

**Cheryl Graeve** has been named executive director of Frontlash, the AFL-CIO youth arm. Graeve, who was formerly associate director, succeeds **Joel Klaverkamp.**

**Gregory Woodhead** has been named a staff economist with the AFL-CIO Department of Economic Research, with responsibility for international trade. He previously had been a research associate for the department and, before joining the federation staff, taught at the University of New Hampshire.

A maneuver by Senate Republicans to block markup of OSHA reform legislation (see story, Page 3) also held up pending nominations to the Railroad Retirement Board. **Glen L. Bower, Jerome F. Kever** and **Virgil M. Speakman Jr.** now must wait until September at the earliest to be considered by the Senate Labor and Human Resources Committee.

### AWARDS

**Valerie Irvin** has been awarded the Organizing Institute's Fellowship for Union Organizers. Irvin, assistant to Food and Commercial Workers Organizing Director **Douglas H. Dority,** will manage the institute's field internship program, assist in program development, conduct program analysis and receive training in campaign management.

**Sen. Harris Wofford** (D-Pa.) received the "Health Care Activist Award" from the AFT's federation of nurses and health professionals. Wofford was honored for his role in bringing health care reform into the national political spotlight.

# Two videos highlight labor's music, international struggle

The AFL-CIO is making two new 30-minute videos available to 177 PBS stations for Labor Day.

Produced by the Labor Institute of Public Affairs (LIPA), the two shows are "Labor of Freedom" and "Songs of Solidarity" and are available to the PBS stations who are members of the American Program Service (APS). Both shows can be used throughout the year and are not tied directly to Labor Day 1992.

LIPA credits the help of local unionists in the success of marketing the show. So far, 120 stations have committed to carry one or both of the shows and other stations are still considering air dates.

"Labor of Freedom" documents the impact of trade unions on democratic movements around the world, with footage for Poland, South Africa and the Philippines.

"Songs of Solidarity" captures the best of the musical program from Solidarity Day 1991, featuring artists Willie Nelson, Pete Seeger, Si Kahn and a host of others.

Charles Deppert/Indiana AFL-CIO

**Indiana unionists** rally outside the Chamber of Commerce headquarters in Indianapolis after forcing a seminar on union busting to move out of a hotel.

# *Indiana pickets, program rout anti-union seminar*

**Indianapolis, Ind.**

A counterpunch by the Indiana AFL-CIO knocked the state Chamber of Commerce right out of the ring.

The chamber abandoned the hotel where it was holding a seminar on "Remaining Union Free" when the state federation invaded the hotel with pickets and its own seminar on "Remaining Union: How to Organize in the '90s."

The AFL-CIO event, which involved a wide variety of unions, was scheduled for the same day, time and hotel as the chamber-sponsored event. But the chamber quickly withdrew, moving its anti-union affair to its headquarters.

"All year long, the chamber said we need to work together for better labor-management cooperation," said state AFL-CIO Secretary-Treasurer Jerry Payne. "Yet, when we asked them to hold a joint session on labor-management relations, they said no."

"The Indiana Chamber of Commerce can't have it both ways," said Charles Deppert, president of the state federation. "Here they go again — from one side of their mouth, the Chamber talks about labor-management cooperation, while out of the other side it devises ways to bust unions. Will the real chamber please stand up?"

Union officials were expecting about 150 participants for their June 30 meeting. By the end of the day, nearly 700 unionists had registered.

"We haven't seen this much solidarity among Indiana labor for years," said Central Indiana Labor Council President Bob Voorhies. "We want to thank the chamber for getting us all together. Do they want to see more union solidarity? Keep it up!"

The daylong conference focused on the contributions of unions toward building prosperity in Indiana and across the country. Participants also discussed union-management cooperation, joint enterprise and the advantages of joint efforts for both unions and companies.

Unions assure decent wages and good health care plans, Deppert said. He urged the Chamber to "get out of the dark ages. Let's quit fighting, and instead fight together for the betterment of workers and trade in Indiana."

During the noon break, the unionists marched to the chamber for a rally. "We let them know if they are going to try and take away our unions, we're going to put up a fight," said Payne.

## Resources

### MOVES

**The Machinists** have moved their headquarters and 200-member staff into new facilities located outside of Washington. The new address is 9000 Machinists Place, Upper Marlboro, Md. 20772-2687. Telephone: 301/967-4500. IAM President George J. Kourpias announced that the new three-story headquarters building will be dedicated Oct. 24.

**The Rubber Workers** have moved into a new facility in Akron, Ohio. The address is 570 White Pond Drive, Akron, Ohio 44320. Telephone: (216) 869-0320.

### TRAINING

The George Meany Center for Labor Studies and the AFL-CIO Education Department are co-sponsoring a **Teaching Techniques for Labor Education** course Oct. 11-16 on the Silver Spring, Md., campus. Deadline for registration is Sept. 28. For more details on this program, contact Susan Washington at 202/637-5156 or Diana Linton at 301/431-6400.

### PUBLICATIONS

The AFL-CIO Industrial Union Department has released a new report, **Software and Hardhats: Technology and Workers in the 21st Century,** based on presentations by labor leaders, researchers, economists and members of Congress at two recent IUD conferences. Copies of the report are available for $2.50 each by writing to the IUD, 815 16th Street N.W., Washington, D.C. 20006, Attention: Brian Turner.

**California Workers' Compensation — Basic Stuff: A Survival Guide** is a 125-page guide by Dorsey Hamilton. Copies of the report are available for $9.95 through the University of California Labor Center, 2521 Channing Way, Room 300, Berkeley, Calif. 94720.

**Workplace Education from A to Z,** published by the Service Employees, is a handbook for local union leaders who wish to set up a worker education program from basic skills to job training. Copies of the handbook are available for $5 through the SEIU Workplace Education Program, 1313 L Street, N.W., Washington, D.C. 20005.

# Arbitrators' rulings end most railroad disputes

Arbitration decisions ended three major rail disputes, leaving the Train Dispatchers as the last union yet to agree to a contract with Amtrak.

The contracts went into effect after President Bush declined to veto the July 30 arbitrators' decisions by the Aug. 2 deadline. Under the 38-day "cooling off period" set by Congress following the lockout of 250,000 rail workers, arbitrators are limited to selecting the final offer of one of the parties.

Arbitrator Robert O'Brien accepted the Locomotive Engineer's proposal over that of Amtrak. BLE members will receive a 20 percent wage increase over a six-year period dating back to 1988 and a $2,000 lump-sum payment.

Negotiators for the Machinists and freight carriers worked out most of their differences, including wages, and agreed to accept arbitrator Richard Mittenthal's decision on remaining issues.

The union noted the freight carrier resolution broke an IAM string of seeing presidential emergency boards choose management's offer.

The settlement provides a 24 percent wage increase through 1994, including "catch up" pay for workers, most of whom received no wage increase over the past four years. The agreement includes a 3 percent pay differential for skill levels but allows carriers to shift some work.

Arbitrator John Mikrut selected Amtrak management's final offer. Both sides had agreed on wages, but the IAM was seeking skill differential pay, which the arbitrator rejected.

Talks between the Train Dispatchers and Amtrak are continuing, with final offers to be submitted to arbitration by August 15.

# U.S. health care system trails developed world

By Colleen M. O'Neill

America's global competitors manage their health care systems much better than the United States, as measured by cost, access and quality, a new AFL-CIO study concludes.

The study comparing international health care systems, prepared by the AFL-CIO Employee Benefits Department, was presented to the Executive Council at its meeting in Chicago. Service Employees President John J. Sweeney, chairman of the federation's Health Care Committee, noted that Americans are getting the least of services for the most money.

Japan and Germany, capitalizing on government involvement in their systems, have controlled costs through price ceilings on physician fees and daily hospital charges, along with standardized payment schedules. Almost all citizens of both countries enjoy universal access to insurance.

The Canadian system, which has some features in common with the United States, can boast of success in providing universal access to care, along with cost-controlling policies.

Using Gross Domestic Product to measure spending, the study found the United States spent 12.4 percent of GDP on health care in 1990. However, Canada spent just 9 percent, Germany 8.1 and Japan 6.5 percent.

The United States system allocates $2,566 per capita — 43 percent more than Canada, 99 percent more than Germany and 131 percent more than Japan.

Even though Americans spend the most on health care, Germany, Japan and Canada showed comparatively better infant mortality rates, life expectancies and satisfaction levels. For instance, Japan's infant mortality rate was just 4.8 deaths per 1,000 live births in 1988, with Canada's 7.2 and Germany's 7.6; the United States' was 10.0.

Japanese men and women enjoy the longest potential lives, 75.5 years and 81.3 years, respectively. Canadians, at 73.0 years and 79.7 years, also have longer life expectancies than Americans, at 71.5 years and 78.3 years.

Surveys of satisfaction levels show that the United States, with the highest level of spending per person, also has the lowest level of satisfaction.

Another basis for health care comparison is access — and in this aspect the United States is alone with South Africa as the only industrialized nations that fail to provide coverage for all its citizens.

"The report clearly shows that we need health care reform now," said Karen Ignagni, director of the Employee Benefits Department. "Virtually every industrialized country has a health care system that provides quality of care for a reasonable price. We need to take the best features from these systems and fashion a uniquely American, 'made in the USA' solution."

In seeking a legislative solution addressing cost containment, access and quality of care, the AFL-CIO urges the establishment of a national commission to administer a cost-containment program; the formulation of a core benefits package that features preventive care and that is available to all Americans; a federal program for those not in the work force; Medicare eligibility dropped to age 60; and the development of a national social insurance program to cover long-term care services.

"Nothing short of full-scale restructuring can effectively solve the crisis," Ignagni said. "The most expensive policy solution for the U.S. is to do nothing at all."

*"A Comparison of International Health Care Systems" is available through the AFL-CIO Employee Benefits Department, 815 16th St. N.W., Washington, D.C. 20006.*

## *Send the bill to Bush, Congress*

Trade unionists now can cut through bureaucracy and express their frustrations over health care reform delays — by sending the bill to President Bush and Congress.

Unions of the AFL-CIO have organized a drive to send "National Health Care Reform Delay Invoices" to politicians to express opposition to piecemeal small-market insurance reforms that actually will drive up costs.

Reporting to the Executive Council, AFL-CIO Health Care Committee Chairman John Sweeney said such incremental reform would add $16,684 to family health care expenses by the year 2000.

The "invoices" are designed to be mailed to Bush, with carbon copies to the union member's senators and representative, asking the politicians to pay that cost of delaying comprehensive national health care reform.

According to Sweeney, more than 200,000 copies of the four-part "invoices" already are being distributed. For information, contact the AFL-CIO Department of Employee Benefits.

VOLUME 37, NUMBER 17
AUGUST 17, 1992

AFL-CIO NEWS

# INSIDE


**1** ***Labor draws a bead on NAFTA accord***
Labor launched an aggressive defense of workers against the Bush administration's low-wage North American Free Trade Agreement scheme, which was unveiled with White House fanfare.

**2** ***AFL-CIO group visits Philadelphia mayor***
Lynn Williams, chair of the AFL-CIO's Strategic Approaches Committee, leads a delegation to see Philadelphia's mayor to urge a new contract for the city's beleaguered public employees.

**8** ***Four out of five Bell unions settle***
Unions at five regional Bell operating companies bargain down to the wire, reaching four tentative settlements and continuing talks past the contract deadline with the fifth company.

**1** ***COPE mobilizes to get out the union vote***
As the AFL-CIO General Board prepares to make a presidential election endorsement, COPE plans a massive voter registration drive to maximize the impact of the union vote.

**3** ***Outrageous maneuver delays OSHA reform***
Senate Republicans, in what Lane Kirkland described as a cavalier disregard for workers' health and safety, use a committee boycott to delay markup of OSHA reform legislation.

**10** ***Part-time hires cause jobless dip***
An increase in part-time hiring caused a tiny, 0.1 percent improvement in the jobless rate for July, but did nothing to create lasting employment for millions still out of work.


UNION YES

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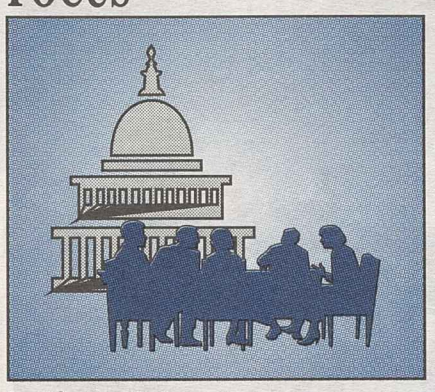


**Legislative Action** Committees give unionists a vehicle to address legislators. **See story, Page 5.**

AFL-CIO NEWS

VOLUME 37, NUMBER 18 AUGUST 31, 1992

# General Board: political hope for Labor Day

**By Michael Byrne**

Unions approach this Labor Day with a single-minded determination that members use the ballot box as a remedy for the precipitous decline of workers' economic fortune.

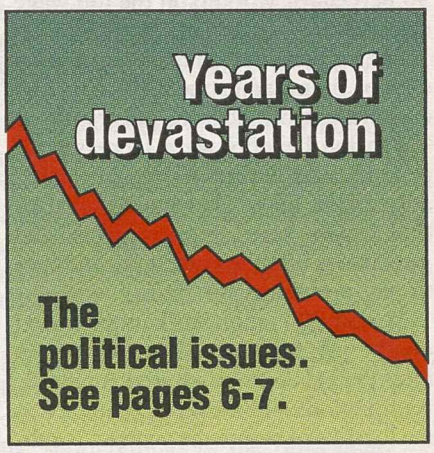
In this spirit of hope, officers of the AFL-CIO's 88 unions and its trade and industrial departments, along with its state and local central bodies, gather in Washington Sept. 3 to consider an endorsement for president of the United States. This General Board, voting according to union membership, will decide whether to endorse President Bush or Democratic challenger Gov. Bill Clinton.

"In this presidential election year, on the third Labor Day of the current recession, America's working men and women need a government that believes in them and takes bold steps to invest in their potential," AFL-CIO President Lane Kirkland said.

"Through their unions, working people have made clear the changes they want," Kirkland said. "Instead of a government that worships at the corporate bottom line and leaves them undefended in the jungle of the international marketplace, they want a government that is on their side — one that fights to rebuild the country's economic strength and provides fair opportunities and equal justice for all."

The General Board meeting begins at 9:30 a.m. at the Sheraton Washington Hotel with no other order of business except the endorsement for president and vice president. A roll-call vote will be taken after the question is discussed. Any endorsement would have to be supported by two-thirds of the votes cast.

**Continued on Page 4**




# Trade issue at summit, on the road

## *Conference, caravan spotlight NAFTA deal*

Labor and environmental groups are taking their concerns about President Bush's trade policies to a major conference in Washington and on the road throughout California.

AFL-CIO Secretary-Treasurer Thomas R. Donahue will be joined by Ralph Nader of Public Citizen, Leland Swenson of the National Farmers Union, Carl Pope of the Sierra Club and Jane Perkins of Friends of the Earth in the presentations that kick off the conference, "Trade for the 21st Century," at the Sheraton Washington Sept. 9.

The Teamsters are the driving force behind the California caravan, providing motor homes with video displays, flatbed trucks with speaking platforms and specially equipped 18-wheelers to warn of an "economic earthquake" lurking behind Bush's version of a North American Free Trade Agreement. The caravan hits the road Sept. 4 after the Labor Day Breakfast in San Francisco on a two-month journey through the state.

Labor has argued that NAFTA will expedite the movement of U.S. manufacturing jobs to Mexico, where workers earn one-tenth of the U.S. wage and where environmental and workplace safety laws are lax. Environmentalists are concerned this continued outflow of industrial plants will exacerbate the already severe pollution problems along the border.

Meanwhile, legislators expressed irritation that Bush has announced his Mexico agreement without releasing the text. Sen. Daniel Patrick Moynihan (D-

**Continued on Page 10**

John LaVoie/Culinary Workers

**Circus Circus** chefs are serving fine food to three shifts of strikers at the Frontier Hotel in Las Vegas.

# Frontier rival joins in support for strikers

**By Muriel H. Cooper**

In an extraordinary gesture toward 550 striking Frontier Hotel employees, one of the largest enterprises on the Las Vegas strip is delivering a food truck every day to the three picket shifts.

Circus Circus Enterprises Chairman William G. Bennett, expressing anger over the tactics of the Frontier management, said he will provide meals and beverages to the strikers until the contract dispute ends.

The Frontier employees expect another wave of support on Labor Day when they hope to attract hundreds to the Frontier for a march and rally. "This strike has renewed solidarity in the labor movement," said John Wilhelm, western director for the Hotel Employees and Restaurant Employees.

The workers, representing two HERE locals, Culinary Workers Local 226 and Bartenders Local 165, as well as Teamsters Local 995, Operating Engineers Local 501 and Carpenters Local 1780, were forced on strike Sept. 21, 1991, over the issues of health care and pension benefits.

In a courageous display of solidarity, not one picket has left the line in the nearly yearlong strike. And all but a handful are still in the Las Vegas area and reporting for picket duty regularly.

Frontier management last month met with the workers and said they would get back to them. The workers are still waiting.

Bennett said he has supported the strikers from the beginning. "This irritates the hell out of me," he said. "They (Frontier management) say they can't make money and they are paying a damn sight less than we do, and our earnings aren't too bad.

"On numerous occasions when I have driven past the Frontier on my way to and from work, I have witnessed the solidarity of the striking Frontier employees as they walk the picket line," he said. "We at Circus Circus share the frustration of the Frontier strikers at the length of the strike.

"For this reason, in an attempt to be helpful to the striking Frontier employees, we have decided to offer to provide meals and beverages to the

**Continued on Page 2**

# IBEW, CWA gain accords at 'Baby Bells'

By James B. Parks

The Communications Workers and the Electrical Workers have reached tentative agreements with the two remaining regional Bell operating companies, Bell Atlantic and U.S. West.

"We're happy to report substantial improvements in the key areas of wages, pensions and employment security — and without any givebacks," said CWA Vice President Vincent Maisano, the union's chief negotiator.

The Bell Atlantic pact calls for base wage gains of 4 percent immediately, 3.74 percent in the second year and 4 percent in the third year for the nearly 90 percent of workers in the top wage scales.

The agreement maintains the existing cost of living adjustment formula and corporate profit-sharing program.

Pension benefits were increased 13 percent, with current retirees receiving a 4 percent hike. There were substantial health care improvements and guarantees that the company continues to pay premiums for retired workers.

The 52,000 union workers remained on the job for more than two weeks after the old contract expired August 8. Negotiations still must be completed at the local level before the contract is submitted for ratification.

The U.S. West agreement, covering 39,200 workers in 14 Rocky Mountain and Northwestern states, boosts wages by 5 percent immediately and by 3 percent in each of the next two years. The settlement also calls for a 13 percent pension increase for all workers, with an additional 2 percent for operators.

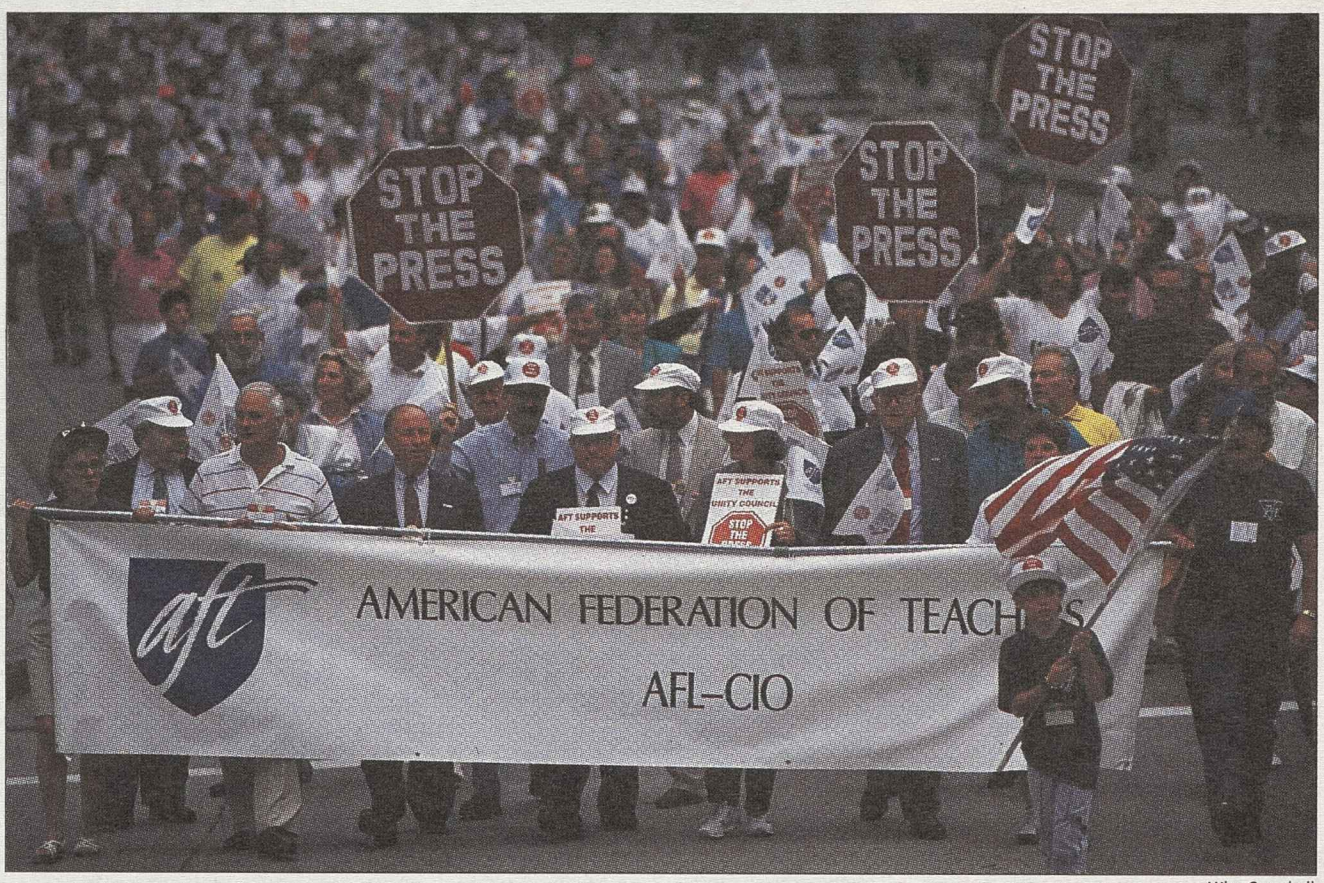
In a separate agreement with U.S. West Business Resources, wages were increased 4 percent in the first year and 3 percent in the other two years. Workers will receive profit sharing payments of 3 percent in each of the two years and 4 percent the third year.

Both agreements include provisions that make it easier for the unions to organize non-union workers.

Final settlement at Bell Atlantic will complete the unions' contract negotiations this year with all the regional Bell companies.

Meanwhile, workers ratified new three-year agreements with AT&T Co. The contracts, which cover some 127,000 workers, raises the top rate for each classification by 12.3 percent over the three-year term of the contract.

Pensions were raised 13 percent for anyone who retired after May 30, 1992. The pact also includes a variety of new job security provisions.




Mike Campbell

**AFT President** Albert Shanker leads marchers from the union's convention in support of striking Pittsburgh Press workers. Talks in the three-month-old strike have resumed, but were recessed Aug. 26 for a week.

# Circus Circus joins in support for strikers

**Continued from Page 1**

striking Frontier employees on each shift as a gesture of our concern for their welfare," Bennett said.

Jim Arnold, secretary-treasurer of Culinary Workers Local 226, said the gesture provides a big morale boost for the workers, many of whom walk the line in 110 degree temperatures.

Other employers across the country might recognize, as Bennett has, that a management like Frontier's stabs its fellow employers in the back when it undercuts prevailing wages and working conditions to seek unfair advantage. But it's certainly unusual to have them say so publicly, much less put their money into it as Bennett is doing.

Arnold said that to have "one of the most successful gaming companies support the Frontier strikers in this way gives our message that much more weight and gives the workers on that picket line even more strength than they already had."

The full-scale catering truck includes two sets of burners, steam trays, a refrigerator and sinks and is serviced by two chefs who offer full-scale menu items such as ham, sausage, hash browns, biscuits, ribs, fish, stuffed peppers, burgers, salads and sandwiches.

The action taken by Circus Circus is expected to galvanize the sentiment among other Las Vegas businesses, which have been irritated by the length of the dispute.

"We have long said that the Frontier's efforts to destroy the rights of Las Vegas workers are damaging the whole community," said Arnold. "Mr. Bennett took the first step and hopefully the rest of the community will follow."

Bennett's support for the strikers was applauded in a Las Vegas Sun editorial, which said, "they're the acts of someone who cares about Las Vegas and its people. We wish we could say the same for the (Frontier management)."

Bennett, who deals with unionized employees at Circus Circus's Excalibur, Slots-A-Fun and Silver City casinos, criticized the Frontier for not providing the same benefits as other strip properties.

"Employers throughout our community, from downtown to nearly all the strip properties, have seen fit to provide, in one form or another, such benefits to their employees," he said.

# Disaster Network activated in Andrew's wake

The AFL-CIO/American Red Cross Disaster Response Network was activated quickly for relief efforts as Hurricane Andrew lashed Florida and Louisiana.

The AFL-CIO Executive Council, polled by telephone, agreed to establish a Hurricane Andrew Relief Fund to help the Red Cross and to provide additional assistance to affected union members.

The Red Cross has access to a network of 144 local union halls it can use. Sixty-two of these halls are prewired with emergency phone lines. Activated were: Carpenters Local 1765 and Plumbers and Pipefitters Local 803 in Orlando, Fla.; Electrical Workers Local 349 in Miami; Carpenters District Council in Hialeah, Fla.; IBEW Local 985 in Baton Rouge, La.; and Communications Workers Local 10511 in Jackson, Miss.

Nine additional halls in Louisiana and Texas were on alert, according to the AFL-CIO Community Services Department.

The damage from the storm is expected to be double or triple the destruction caused by Hurricane Hugo in the Carolinas in September 1990. To date, the damage is estimated between $15 to $20 billion, with 250,000 people left homeless in Florida alone.

Union members interested in making contributions should contact Chris Marston at 202/637-5191.

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# LEGISLATION

## Bah, Republicans!

Steve Yarmola/AFL-CIO News

**Members of Hotel** Employees and Restaurant Employees Local 25 protest the anti-union policies of Presidents Reagan and Bush outside the Republican Club in Washington, where management has refused to negotiate with HERE after the union won a representation election. The demonstration occurred during the Republican convention, which proclaimed GOP allegiance to "family values."

# AFL-CIO: Invest to compete globally

Three AFL-CIO vice presidents told a Senate hearing on the state of the economy and U.S. competitiveness that America must pursue a high-wage rather than its current low-wage strategy by investing heavily in its work force, its public infrastructure and its leading-edge technology.

Presidents Jack Sheinkman of the Clothing and Textile Workers, Gerald W. McEntee of AFSCME and Lynn Williams of the Steelworkers testified before the Senate Banking, Housing and Urban Affairs Committee Aug. 12.

"The United States must learn how to compete in a global marketplace where most workers are willing to work for a lot less than U.S. workers — without eroding U.S. wages and living standards," Sheinkman said. Over the past 15 years, "we've been competing in the world by getting poorer," he said.

The ACTWU president described the low-wage path: "Cut your prices, cut your wages and benefits, cut social programs like housing, education, health, unemployment compensation, and turn the unemployed into the homeless so that people will be desperate to take a job at any wage.

"You encourage employers to break unions. You embrace unregulated trade to keep import pressure on workers so that the employer can lower his wage offer."

Sheinkman said the high-wage strategy in the textile and other industries works in Germany, where wages, unionization and spending on social programs are high, and where the hours worked per year is low. "The Germans are selling textiles all over the globe. They're selling textiles to China," he told the panel.

> *"We've been competing in the world by getting poorer."*
>
> — **Jack Sheinkman, ACTWU president**

He called the pending North American Free Trade Agreement a way "to give U.S. corporations access to cheap labor," and a continuation of the "low-wage path."

McEntee told the committee that America's economic decline "is the direct result of more than a decade of disinvestment in domestic programs, including education, job training, housing, civilian technology and infrastructure."

McEntee said U.S. productivity growth has lagged behind that of its main economic rivals since the mid-1970s because the United States has had the lowest rate of public investment during this period.

"Failing to invest leads to a further widening of the already gaping public investment gap, which means a continued and deepening erosion of our living standards and competitiveness," he said.

"Reducing military spending more rapidly with an emphasis on economic conversion will help achieve needed spending savings, and overhauling our health care system with a single-payer national program will prevent those expenditures from further draining the public treasuries," he continued.

"If we had borrowed for investment in the 1980s instead of borrowing to pay for tax cuts for upper income taxpayers and for fancy military hardware, we would not have the fiscal or investment deficits that we have today," McEntee said.

He urged Congress to enact "a bold economic recovery plan that would simultaneously stimulate the economy and begin to reverse the decline in investment which is at the root of this nation's economic and competitiveness problems."

Williams told the panel that Ronald Reagan and George Bush were misguided in centering their policies on tax cuts for the wealthy and a reduced role for government.

"After 12 years of this experiment, we've seen that their policies have meant great prosperity for a select few, but have led to declining living standards and uncertainty about the future for the bulk of the population."

Williams said the U.S. must "rebuild its education system so that it is on a par with those of other industrialized nations. This will mean reform and improvements at every level, from full funding of Head Start to increased support for K-12 education, particularly for disadvantaged children, to increased availability of loans for college students."

He said it also means "more training at the workplace in order to support a lifelong process of learning and skill acquisition."

"Instead of a change from the old course, the Bush plan entails more tax breaks for business and for the wealthy," he continued. He said public investments in education and infrastructure "coupled with a fair trade policy can lay the basis for increased competitiveness and a new round of economic growth that will benefit the whole nation, not just a wealthy few."

— **Press Associates**

# Bush proposal on job training seen as scam

**By Colleen M. O'Neill**

Describing President Bush's worker adjustment proposal as a political sham, the AFL-CIO said the president was "far too late with far too little."

"America needs more job training," the AFL-CIO said in a statement. "But President Bush did not address job training today. He addressed only his political problem of having no protection for U.S. workers in his North American Free Trade Agreement."

The five-year program is not even adequate as a plan for dislocated workers, since it actually weakens existing programs and is weaker than the already watered-down Trade Adjustment Assistance program, the AFL-CIO said.

In a letter to House Education and Labor Committee Chairman Rep. William D. Ford (D-Mich.), AFL-CIO chief economist Rudy Oswald detailed the shortcomings of the Bush plan.

"In general, the new proposal is a step backward in that it removes more federal responsibility for training and shifts it to governors or private trainers with even less monitoring and oversight than currently exists," Oswald said.

The AFL-CIO urges adequate income support during the period of unemployment and training, while Bush would continue the current framework of income support only during the period a worker receives unemployment insurance, with limited needs-based payments once UI is exhausted.

The federation also is seeking uncapped long-term training based on the worker's needs. The Bush plan would cap training funds at $3,000 while providing merely need-based income support.

Between 20 million and 30 million Americans will be unemployed at some time in 1992.

However, Bush's plan would provide assistance only to 1 million — with no direct training and no new income support.

In announcing his program, Bush said details would not be forthcoming until after the November election.

A Labor Department official referred to the Bush proposal as a "general framework" while acknowledging "a lot of the specifics haven't been worked out."

Included in those missing details were an indication of how it would be paid for or how it would meet budgetary requirements.

Gov. Bill Clinton has put forth his own training initiative, and it is part of the Democratic Party platform. Specifically, it seeks to provide lifetime training for workers through a requirement for firms with more than 50 employees to spend 1.5 percent of their payroll on worker training.

Likewise, Clinton has proposed a national apprenticeship program — modeled after successful union apprenticeship programs — to train non-college-bound youth for high-wage, high quality jobs.

Bush's plan also includes youth training similar to Clinton's.

# General Board meeting amid politics of hope

**Continued from Page 1**

The vote by the General Board is the culmination of the deliberate and exhaustive process begun last November with a candidates forum at the AFL-CIO convention in Detroit. Videotapes and transcripts of that forum were distributed throughout the labor movement as affiliated unions began to survey their membership.

In February, the Executive Council voted to allow affiliates to work for the candidates of their choice and, following a recommendation by the Political Work Committee, voted in May to endorse Clinton for the Democratic nomination.

Throughout the primaries and into the party conventions, the AFL-CIO has worked to keep labor unified and working toward a political consensus. This process, which Kirkland inaugurated for the 1984 election, has engendered and extended a measure of solidarity in tough economic times.

"Even if this is a disastrous time for working women and men in so many ways, it is also — ironically — a very good time," AFL-CIO Secretary-Treasurer Thomas R. Donahue said. "That is because we have reason to hope. There are signs that after 12 years of conservative ascendancy, the tide is gradually beginning to turn our way.

"The trade union movement is more united now than it has been in decades," Donahue said. "This is significant since solidarity has always been our life-blood. We need it to prosper."

Other union officers also were keeping a hopeful eye on the elections as they pondered the severe economic conditions that are strapping working people.

Morton Bahr, president of the Communications Workers, reflected on the difficult bargaining his union recently completed in the telecommunications industry, saying some issues must be resolved at the political level.

"We must demand a president and Congress that work together on job creation and national health care reform," he said.

George J. Kourpias, president of the Machinists, said, "We must elect national leaders who will address our trade imbalance, the crumbling infrastructure and the destruction of our industrial base. We must elect a president who is challenged — not frightened — by the adoption of an industrial policy that will invest in America."

Calling for a change in anti-family government policy, Joyce D. Miller, president of the Coalition of Labor Union Women, said, "Our collective efforts on Election Day are critical to ensure that all workers get what we need."

Robert A. Georgine, president of the Building and Construction Trades Department, noted that Labor Day 1992 could provide a turning point for workers who have seen jobs evaporate over the past 12 years.

"The keys to better days lie in united action at the bargaining table, involvement in the legislative process and participation in the November election."

# AFL-CIO, IBT vow to fight U.S. power grab over union

**By James B. Parks**

The AFL-CIO has condemned as "excessive and unreasonable" a federal judge's order establishing rules for the Teamsters internal review board.

U.S. District Judge David N. Edelstein's order "is the latest in a string of orders directed at maximizing the government's control over the Teamsters," said AFL-CIO President Lane Kirkland. "The judge's aim is to perpetuate the dead hand of the past as if the IBT's members had not freely and directly chosen the union's present officers in a government-run referendum.

"This kind of judicial interference with the right of union members to self-government and with the right of unions to their autonomy is excessive and unreasonable," Kirkland said. "The Teamsters have stated their intent to appeal the judge's order and the AFL-CIO intends to support their appeal."

Under the 1989 consent decree, the government was committed to reduce its authority nine months after Jan. 23 certification of union elections. Instead, the government sought a court order, which Edelstein granted, that extends and expands its role in union affairs.

IBT President Ron Carey said the order raises serious questions about whether the government's real motives are to cripple the union, which has been revitalized under the new leadership.

"The government refuses to acknowledge the steps we have taken to get our own house in order," Carey said. "It dismisses our Ethical Practices Committee. It ignores the fact that we have institutionalized a series of trusteeships in troubled locals. It gives us no credit for the rigorous controls we have put into place to ensure that the members' dues money is spent wisely."

Carey said the appointments also may be part of the government effort to hamper the Teamsters' organizing campaigns.

"The New Teamsters are dedicated to better contracts, better representation on the job, more effective legislative and political action, and a successful organizing program that protects our members' living standards while improving those of unorganized workers," he said. "Those are precisely the kinds of activities that this anti-union government does not want to be effective."

The judge issued a set of rules governing the three-member Independent Review Board appointed under the terms of the consent decree to monitor the Teamsters' internal affairs and investigate charges of wrongdoing. Any of the three board members can initiate an investigation, question a union decision or attend any union meeting.

Former federal judge Frederick B. Lacey, Carey aide Ed Burke and former FBI and CIA Director William Webster were appointed to the board. Webster is a member of the board of Anheuser-Busch, a major employer with whom the Teamsters have contracts.

"As a result of the court's actions, we now have two corporate lawyers overseeing the affairs of our union," Carey said. "As a trade unionist, that is deeply troubling to me."

Carey also objected to the unlimited $385 per hour fees granted to board members as "particularly outrageous."

## Inbrief

### GAO: OMB in error in 'risk-risk' analysis

The General Accounting Office said an Executive Branch office misused a cost-benefit theory of analysis when it applied it to a workplace health regulation.

The "risk-risk" analysis insisted on by the Office of Management and Budget with regard to a toxic exposure rule for 6 million workers in three industries is flawed, according to the GAO.

OMB had directed the Occupational Safety and Health Administration to determine whether the cost of the regulation would result in more deaths than the rule was meant to prevent. OMB's underlying "logic" was that increased safety costs might lead to layoffs — and decreased income would be detrimental to laid-off workers' health.

GAO said the budget office proposal was not risk-risk analysis, but cost-benefit analysis, which is prohibited under a 1981 Supreme Court ruling.

### BCTD urges stricter worker safety rules

Two representatives of the AFL-CIO Building and Construction Trades Department urged a congressional panel Aug. 13 to beef up safety and health rules for workers.

"The carnage among construction workers in this country simply cannot be allowed to continue," said John B. Moran, director of safety and health for the Laborers' Health and Safety Fund, "especially when nearly all such events are preventable.

"Small contractors are, unfortunately, a significant contributor to this situation for a wide range of reasons. . . . none of which is an acceptable excuse for the failure to provide a safe workplace for construction workers," he said.

"The proposed OSHA reform measures will have a positive impact on small construction businesses," Moran asserted, through the requirement for written safety plans, the designation of one contractor with responsibility for safety and the cost savings inherent in improved safety and health performance.

Jim Lapping, BCTD safety director, also attended the hearing, held by the subcommittee on regulation, business opportunities and energy of the House Small Business Committee.

### Egregious penalty ruling by OSHA near

The Occupational Safety and Health Review Commission is said to be working on a draft egregious penalty decision, which may be announced in the next several weeks.

Prior penalty practice had grouped all violations of a single standard at a single worksite into one citation. Under the egregious policy instituted in the mid-1980s, violations may be treated separately, with penalties assigned separately, thus leading to far higher total penalties.

A case before the commission challenges the use of instance-by-instance penalty setting.

According to the Bureau of National Affairs, a ruling in Secretary of Labor vs. Caterpillar Inc., first taken up by the panel 14 months ago, is expected soon.

### International Paper faces $464,500 fine

The Occupational Safety and Health Administration proposed a fine of $464,500 against International Paper Inc., citing IP's Riverdale mill in Selma, Ala., for serious and repeat violations.

The citations and fine came after a six-month wall-to-wall OSHA inspection of the mill. The Paperworkers and Carpenters had asked OSHA to come in after documenting nearly 230 safety hazards.

Among the OSHA charges against IP were failure to assure safe operations of cranes, failure to protect workers against falls and electrical hazards, lack of worker protection against hot surfaces and lack of proper machine guarding.

OSHA currently is conducting similar inspections at IP's Woronoco Mill in Westfield, Mass., and at the company's Natchez, Miss., mill.

### OSHA again halts toxic exposure rule

Rules governing worker exposure to toxic contaminants in the construction, maritime and agriculture industries have been suspended by OSHA after a recent federal court decision cast doubt on the rulemaking process.

OSHA had used a similar approach in promulgating the suspended rule as it had in issuing a final multiple-substance regulation for general industry in 1989.

The 11th U.S. Circuit Court of Appeals vacated the 1989 rule in July, criticizing the process used by OSHA in reaching the exposure limits.

OSHA postponed hearings on the construction, maritime and agriculture rule and extended indefinitely the comment period for the proposal, which was to have ended Sept. 25. Written comments may be submitted to the OSHA Docket Office, Docket No. H-020A, Room N-2634, U.S. Department of Labor, 200 Constitution Ave. NW, Washington, D.C. 20210; 202/523-7894.

### Comments solicited on methylene chloride

The Occupational Safety and Health Administration is seeking comments on exposure rules to protect construction industry workers from methylene chloride, a possible carcinogen.

OSHA estimates that 186,000 workers are exposed to the substance. The agency published a summary of recommendations compiled by OSHA's Advisory Committee on Construction Safety and Health. That panel includes five union representatives.

Informal public hearings are scheduled for Washington Sept. 16 and San Francisco Oct. 14. Notices of intent to appear at the hearings to testify must be postmarked by Sept. 8.

Testimony and evidence must be postmarked by Sept. 8 for the Washington hearing and Sept. 22 for the San Francisco hearing.

All material should be submitted in quadruplicate to Tom Hall, Occupational Safety and Health Administration, Division of Consumer Affairs, Room N-3647, 200 Constitution Ave. NW, Washington, D.C. 20210; 202/523-8615.

FOCUS

# LACs

## *Legislative groups help stir unionists at the grass roots*

By Mike Hall

More and more Americans are turning their backs on politics. Studies show that fewer people are voting in each election and that, after the elections, even fewer bother trying to influence their elected officials.

Union members are not immune to the temptation to join this national "tune-out" trend, but the AFL-CIO has created a way to offset the cynicism by giving union members an avenue to directly influence lawmakers.

The Legislative Action Committee (LAC) program has grown steadily, drawing in an increasing number of union members since it was launched by the AFL-CIO Legislative Department in a few pilot locations in the early 1980s. Forty new LACs have begun operations this year alone, bringing the total to 106 in 34 states.

"I tell them, 'Look, somebody's going to get elected whether you vote or not, so you might as well take the chance to get in your two-cents worth,'" said Marlene Nevè, COPE Region II director and a LAC coordinator for several congressional districts in Oklahoma and Missouri.

That "two-cents worth" comes when union LAC members meet face-to-face with a U.S. representative or senator and get a chance to tell those lawmakers what working people expect from their elected officials.

LAC coordinators say they usually have little trouble drawing union members to meetings with their lawmakers.

### Hands-on experience

"We had 115 people at the last meeting and union members are constantly working to get other people active," said Dan Radford, executive secretary-treasurer of the Cincinnati AFL-CIO and a LAC coordinator. "The LACs give people a real hands-on political experience."

The program is overseen by Tom Owens, assistant to AFL-CIO Legislative Director Robert M. McGlotten. LACs were guided through their formative years — which included loading a lot of information into computers — by Mike Gildea, now an assistant director in AFL-CIO Organization and Field Services, where he is liaison for the entire spectrum of field activities.

Based on the remarkable growth of the program, Owens estimates that ultimately "we're looking for LACs in as many as 200 of the 435 congressional districts."

The LACs are designed not only to influence congressional members and their voting records, but to bring them up to date on issues of real concern to working people — issues on which lawmakers are sometimes simply unaware rather than hostile to labor's concerns.

"Out of 435 House members, we can count on a core of solid votes," said McGlotten. "Then we have to educate and convince the rest."

When AFL-CIO legislative staff members lobby House and Senate members in the halls of Congress in the heat of an impending vote, McGlotten says, they have a tremendous advantage if they are echoing grass-roots voices heard earlier back home.

In Kansas, a LAC in the district of Rep. Jim Slattery (D) has been able to make that sort of an impact.

"Before we started he was at 48 percent (on AFL-CIO-backed legislation)," said Wayne Maichel, executive vice president of the Kansas AFL-CIO, who coordinates the LAC. "He's now up to 64 percent and he has listened to us on Mexico trade. While he voted for 'fast-track,' he has promised to make sure labor, agriculture and environmental" issues are addressed in the final agreement.

"We've had some heated debates," Maichel noted. "But we have been able to talk to him about the AFL-CIO's concerns and I think we've made some inroads.

*Rep. Ron Wyden (D-Ore.) listens to the concerns of union members at a Legislative Action Committee meeting. Seated are (from left): Steve Socatch, former secretary-treasurer of the Oregon AFL-CIO, and Ron Fortune, executive secretary of the Northwest Oregon AFL-CIO.*

He's usually with us on Davis-Bacon and safety issues."

"A lot of times, it's just informing them of a problem they're not on top of," said Gloria Schiewe, COPE director at the Northwest Oregon AFL-CIO and a coordinator for two of the five LACs in that state.

In Oregon, four of the five members in that congressional delegation sport AFL-CIO voting records of 75 percent or better, which makes a LAC's job perhaps a bit easier, albeit no less important. "We keep after them on the things they are not 'right' on," Schiewe said.

Owens said a major goal for LACs in districts "with the good 80 to 90 percenters is to urge them to get out front a little more, take the lead and talk to other members of Congress about our issues."

### Listening to constituents

Some 25 percent of the LACs are located in slightly more hostile territory — Republican districts. But union members have not given up the fight with those legislators.

"Some of the GOP districts may be lost causes," Owens said, "but if (congressional) members are willing to sit down and listen, we might be able to get through to them and make them realize that a lot of their constituents are pro-labor."

In New Hampshire, Barbara Ashlock, an AFL-CIO field representative and LAC coordinator for that state's two districts, is trying to do just that. Rep. Bill Zeliff (R) represents one of those districts and carries an 8 percent rating.

"He's a real tough nut, but what we'd like to do there is change that 8 percent to 16 percent," she said.

While labor's relationship with Zeliff can be contentious, "if nothing else, through these meetings, Zeliff realizes that many issues that concern union members are important to a large part of his constituency — union and non-union, independent and Democrat, wage earners of all kinds," Ashlock said.

The state's other representative, Dick Swett (D), carries a 92 percent voting record, but "we keep the dialogue going with him," Ashlock said. "He keeps an ear open."

LAC coordinators try to arrange several meetings a year between union members and their lawmakers. The AFL-CIO Legislative Department provides the group with background material on current issues, where the representative stands on those issues and arguments pro and con so that LAC members will be prepared for a thorough debate.

Contact with real live voters has an obvious impact on any elected official. The up-to-date information and preparation prevents representatives from saying "I was with you on that," when in fact, before final passage, the lawmaker supported a crippling amendment.

"The half-hour before the meeting, we have a dress rehearsal," said Maichel. "We go over the questions, his possible answers and positions.

"The first few times, it really shocked him (Slattery) that we knew his arguments," Maichel continued. "We have had some really heated debates. But he has called us and asked 'when are we going to have another one of those meetings?'"

### Personalizing the issues

While the LAC meetings are designed to be issue-oriented, they also provide union members and lawmakers a chance to close the distance between local citizens and their representatives in Washington.

"We help personalize the issues," said Nevè of her work with such House members as Oklahoma Democrat Mike Synar. "He doesn't have much contact with union people," Nevè says of his partially rural district.

At the same time, a LAC meeting can make the lawmaker seem a little more human and responsive to ordinary union members, said Ron Fortune, executive secretary of the Northwest Oregon AFL-CIO.

"If somebody comes to one of these meetings and sees these guys and talks to them, they don't have as much trouble picking up a phone, calling a staff person and saying, 'Hey, damn it, what about this?' It does keep the lines of communication open," Fortune said.

Those lines of communication will be even more important to establish after the November elections, when there may be a turnover of as many as 150 new House members. That is a primary reason that the Department of Legislation launched the LAC expansion program.

"LACs will be very important in teaching labor's concerns to those new members," Owens said.

LAC coordinators say that union members may be easier to energize politically than the electorate at large. Union members believe they can have an impact, Owens said.

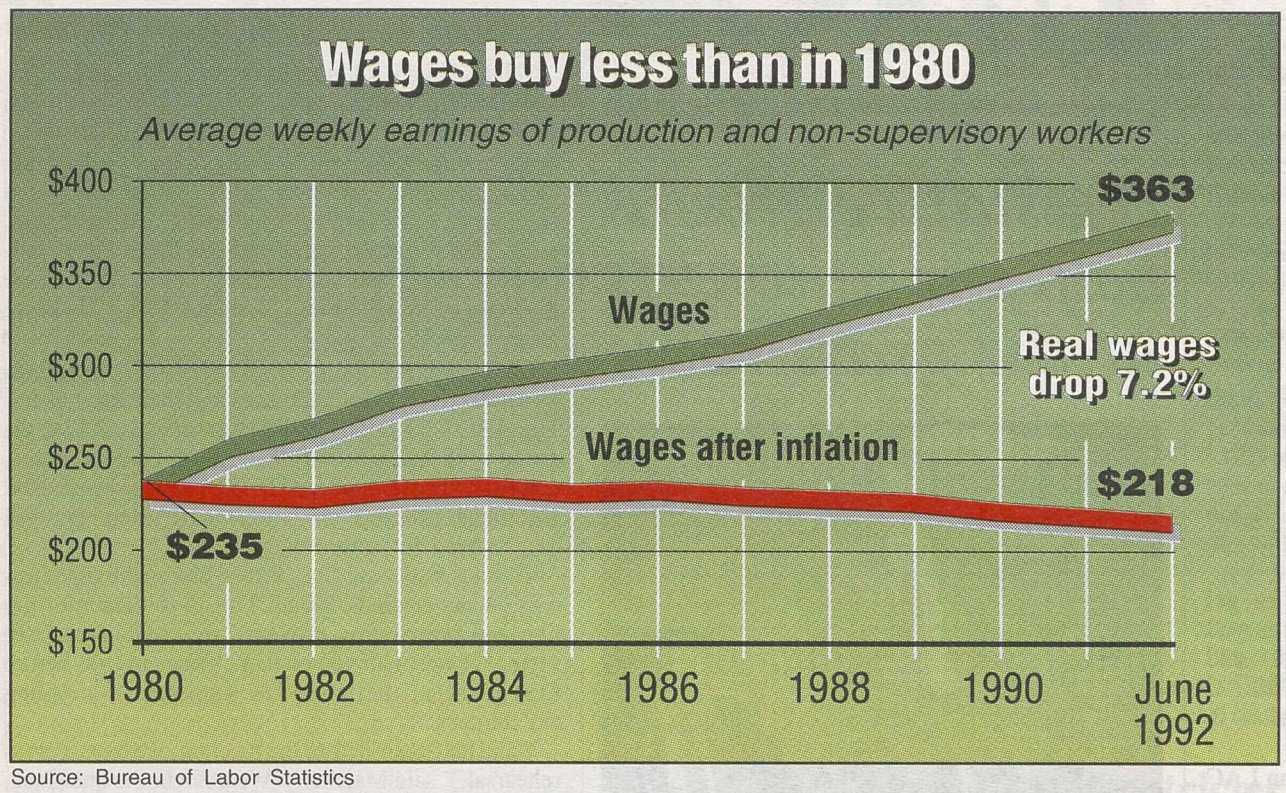
"I think H.R. 5 and S. 55 (the Workplace Fairness bills) brought a lot of union people into the fold," Owens said. "A lot of senators and representatives had no position on the bill when we started, but then came on board after hearing from our people. And LAC members saw they made a difference."

The possibility of a change of administrations in Washington is likely to fuel activity among union members, who see a chance to break the veto stranglehold on labor's issues, Owens said. "They become excited by the chance to help change things" and get more involved.

*For more information on joining a LAC program in your area or beginning a new LAC, contact your nearest state or local AFL-CIO.*

# Years of devastation

## Reagan-Bush legacy borne on backs of working people




Source: Bureau of Labor Statistics

## JOBS: *The Bush economy for executives only*

The average weekly paycheck bought 7.2 percent less in June of 1992 than it did 12 years ago when the Reagan-Bush era of "trickle-down" economics began.

But pay for top executives has tripled during that same period.

Twelve years of Republican economic policies turned the American Dream into the impossible dream for millions of average, hard-working wage earners. The economic record is clear:

- Bush's economic record is the worst since World War II. The Gross National Product rose 0.7 percent in his term, less than under any president since 1942.
- Unemployment grew every year Bush was in office. And those who got jobs had to settle for low wages, because the percentage of high-wage jobs in the economy dropped from 45 percent to 36 percent. This from a president who promised 30 million new jobs. He has yet to create the first million.
- One out of seven Americans is living in poverty and the number of Americans who work full time for poverty wages increased by half — from 12 million to 18 million total.

To combat this, George Bush promises to make the wealthy wealthier by cutting the capital gains tax and by cutting domestic aid to those who don't have capital gains — workers, retirees, displaced workers, homeless, elderly and the working poor.

## TRADE: *Imports roll in; U.S. jobs roll out*

Under the trade policies of the Bush and Reagan administrations, the United States has run up merchandise trade deficits of more than $950 billion. The flood of imports wiped out millions of good-paying U.S. manufacturing jobs and abruptly transformed the United States from the world's largest creditor nation in 1980 into the world's largest debtor nation.

This giveaway of U.S. manufacturing jobs is so massive and has gone on so long it is in effect no longer reported. "Trade gap narrows," the headline on monthly trade figures will say, even though the U.S. trade deficit did not decline at all — it simply grew less this month than it did last month.

Economists generally agree that for each $1 billion in the trade deficit, about 25,000 jobs are lost. With imports far exceeding exports in every year since 1982, more than 2.5 million U.S. manufacturing jobs have disappeared.

Now President Bush wants to accelerate this job loss through his version of trade with Mexico, the North American Free Trade Agreement. U.S.-based multinational corporations are being invited to freely invest in plant and equipment in Mexico, where workers earn one-tenth of the U.S. wage and where worker safety and environmental protections are lax.

Since the mid-1980s, some 500,000 factory jobs already have been shipped to maquiladora plants in Mexico, where workers are exploited with poverty-level pay and inhumane working conditions.

## HEALTH: *The expensive path is to do nothing*

During the 12 Reagan-Bush years, Americans have paid more and gotten less from their health care coverage.

An unprecedented decline in coverage, accompanied by medical costs spiraling ever upward, has meant that nearly 40 million Americans, including many children, have no health care coverage today. Another 50 million Americans are underinsured, carrying bare-bones coverage and hoping they'll never have to test its limits.

Meanwhile, the nation is spending more per capita on health care than any other industrialized nation — almost all of whom guarantee health care for all their citizens.

The United States allocates $2,566 per capita — 43 percent more than Canada, 99 percent more than Germany and 131 percent more than Japan. Yet that massive expenditure fails to guarantee access to coverage for all, as is true in Canada, Germany and Japan. And U.S. life expectancy and infant mortality rates lag behind the rates in these and many other developed nations.

In 1988, President Bush campaigned on a pledge to fix the American health care system. Four years later, in February 1992, he finally presented a plan that included neither a funding mechanism for his proposed tax changes nor any containment measures to hold the line on future costs.

He wants to maintain the current system and tinker at its margins through small-market insurance reform and near-meaningless tax incentives for the self-employed. He would provide tax credits to some low-income families for the purchase of insurance, while cutting back funds for Medicare and Medicaid.

The most expensive course of action on health care is to do nothing, which is what Bush has done.

Source: Bureau of Labor Statistics

## JOB SAFETY: *Workers pay deadly price*

Each year, more than 10,000 workers are killed on the job and another 50,000 to 100,000 die from occupational disease. More than 6 million workers are injured each year, and 60,000 are permanently disabled.

That means that every day, 30 people go off to work and die before shift's end. That record is compelling evidence that the Occupational Safety and Health Act of 1970 is seriously out of date and poorly enforced during the 12 years of Reagan and Bush.

Rather than correcting the carnage in the workplace, Bush has worked through Republican members of Congress to scuttle reform of OSHA.

Just this year, President Bush's people delayed crucial legislation designed to strengthen toxic exposure limits in construction, maritime and agriculture.

The years of negligence can be seen in the September 1991 deaths of 25 people at a chicken processing plant at Hamlet, N.C., which had never been visited by safety inspectors in its 11-year history.

In fact, a recent study shows that a visit from an OSHA inspector is a once-in-a-lifetime occurrence for workers, coming an average of once every 80 years.

## FAMILIES: *Jobs are basic family values*

While touting "family values," the Bush administration has worked assiduously against the most basic family needs of jobs, income and decent working conditions

In most American families today, both parents work. More than half the mothers with infant children work outside the home; 66 percent of mothers with school-age children are in the paid labor force; one in every four families is headed by a single parent; and many workers are finding that they must care for their parents as well as their children.

Yet Bush has given little attention to the needs of American families. He has insulted the victims of the Bush recession, for example, rejecting an increase in the unemployment insurance lifeline and calling it "garbage." And he lectures hard-working single parents on "morality" and child-rearing.

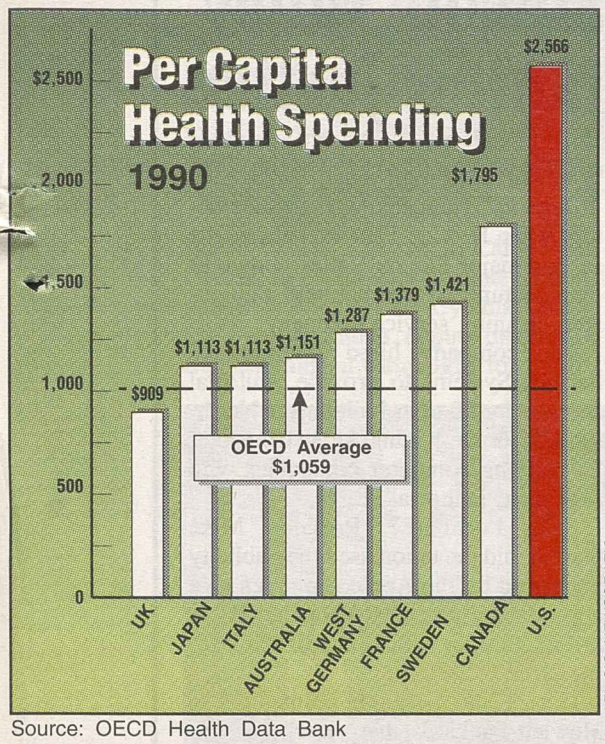
Bush in 1990 vetoed the Family and Medical Leave Act, which would have provided up to 12 weeks unpaid leave for family and medical emergencies. The United States is alone among industrialized nations in not having a national leave policy. Other nations enable workers, male or female, to have time off to attend to family needs.

The lack of a national parental leave policy means $600 million a year in lost income for families and $100 million in expenditures for increased government assistance.

Bush also continually has worked to undermine the child care provisions passed by Congress in the 1990 Omnibus Budget and Reconciliation Act, proposing inadequate funding for its implementation.

## EDUCATION: *Hypocrisy and neglect*

President Bush, who calls himself the "Education President," wants to divert $500 million from the education budget to give away to parents who want to send their children to private schools.




Source: OECD Health Data Bank

In proposing cuts in funding to America's public school system, Bush undermines the only system that can provide equal access to workers' children.

Bush's "right to choose" assault on adequate funding for public education also is a scam, since it would short-change 19 of 20 families who might apply. Simple arithmetic on a $500 million program shows there's funding for only one out of every 20 applicants to Bush's $1,000 school voucher. But the families of the other 19 students wouldn't find out until after the election.

In addition to the political hypocrisy of "school choice," the cornerstone of the "America 2000" initiative, the Bush administration essentially has neglected or obstructed every major education initiative by Congress in the past four years.

More than 4 million eligible disadvantaged children are now denied assistance with reading and math under Chapter 1; 70 percent of preschool children eligible for Head Start go unserved; only 20 percent of the average costs to attend a public university are covered under the Pell Grants; and literacy programs are serving fewer than 5 percent of adults who could benefit.

After 12 years of Reagan and Bush "non-involvement," the nation's education budget is only two-thirds what it was in 1980, and the president proposes dropping another 400,000 students from the Pell program and eliminating work-study programs.

## LABOR LAW: *A champion of employers*

It began when management "consultants," who teach how to avoid U.S. labor law, became a major growth industry.

Then 12 years ago, advocates of the "union-free environment" gained control of the federal machinery via Ronald Reagan and George Bush. And abuse of worker rights has grown steadily worse ever since. In the first year under Reagan, labor board decisions found for employers 72 percent of the time vs. 35 percent under Gerald Ford; the backlog of 800 cases grew to 1700.

By 1992, a Louisiana employer bragged to the Wall Street Journal that workers who want a union can be worn down by stalling, "I think seven years is the record." And employers fire one of every 15 workers who say they want a union.

The Bush attitude — the employer gets what the employer wants — shows up in the contradictory positions on presidential emergency boards. Bush refused to name one during the Eastern Airlines dispute because Frank Lorenzo didn't want it, but acted immediately when railroad employers wanted to cram a settlement down workers' throats.

Throughout these 12 years, workers were told they cannot be fired for striking, but they can be "permanently replaced." Many workers lost their livelihoods as Bush and a Republican filibuster stopped enactment of the Workplace Fairness Bill.

## RIGHTS: *Racial division— an appeal most base*

For the past 12 years, the party of Abraham Lincoln has repeatedly fanned the flames of racial division for its own political gain.

On issues of race and sexual discrimination, George Bush's record has been one of pitting black against white, rich against poor and men against women.

Pay equity is on hold as a national objective and the 71-cent dollar remains the norm for working women.

From the infamous 1988 "Willie Horton" ads to the cynical invoking of the word "quota," Bush has chosen to appeal to the worst elements of prejudice and resentment in order to justify his actions.

A similarly harsh strategy against working women began early in the 1992 campaign. The strategy painted those who work outside the home as selfish while "good women" leave the workplace to care for their children. As if working women had any choice.

The Civil Rights Act, which Bush vetoed in 1990 and opposed again in 1991, supported the basic right of each person to advance as far as his or her talents will allow. But Bush took the position that businesses should be allowed to discriminate in employment if that's what their customers wanted. He held that employers have no responsibility to help purge discrimination against women and minorities.

Bush misused the moral authority of his office by misleading the American people about "quotas." He accepted the Civil Rights Act of 1991 only after it was clear that his veto would be overriden. He did the right thing when he no longer had the votes to do the wrong thing.

## STATES/CITIES: *You're on your own*

The load of essential public services got dumped on the cities and states after the Reagan and Bush administrations forced federal budget cuts of $178 billion — about $1,000 less for each American — from programs to assist in education, social services, Medicare, job training and community development.

With that load, 34 states are today facing fiscal crises. Jurisdictions from New York to California have reduced social services, laid off workers, reduced teacher pay and otherwise curtailed their programs.

A president who says he's tough on crime cuts back on what the cities need to put more police on the street.

Bush's answer has been to sell public assets. An April 30 executive order makes it easier for state and city government to sell highways, airports, mass transit, ports, hospitals, schools and other federally financed public facilities. All of that encourages investors who believe money can be made in the fiscal misery of state and local governments.

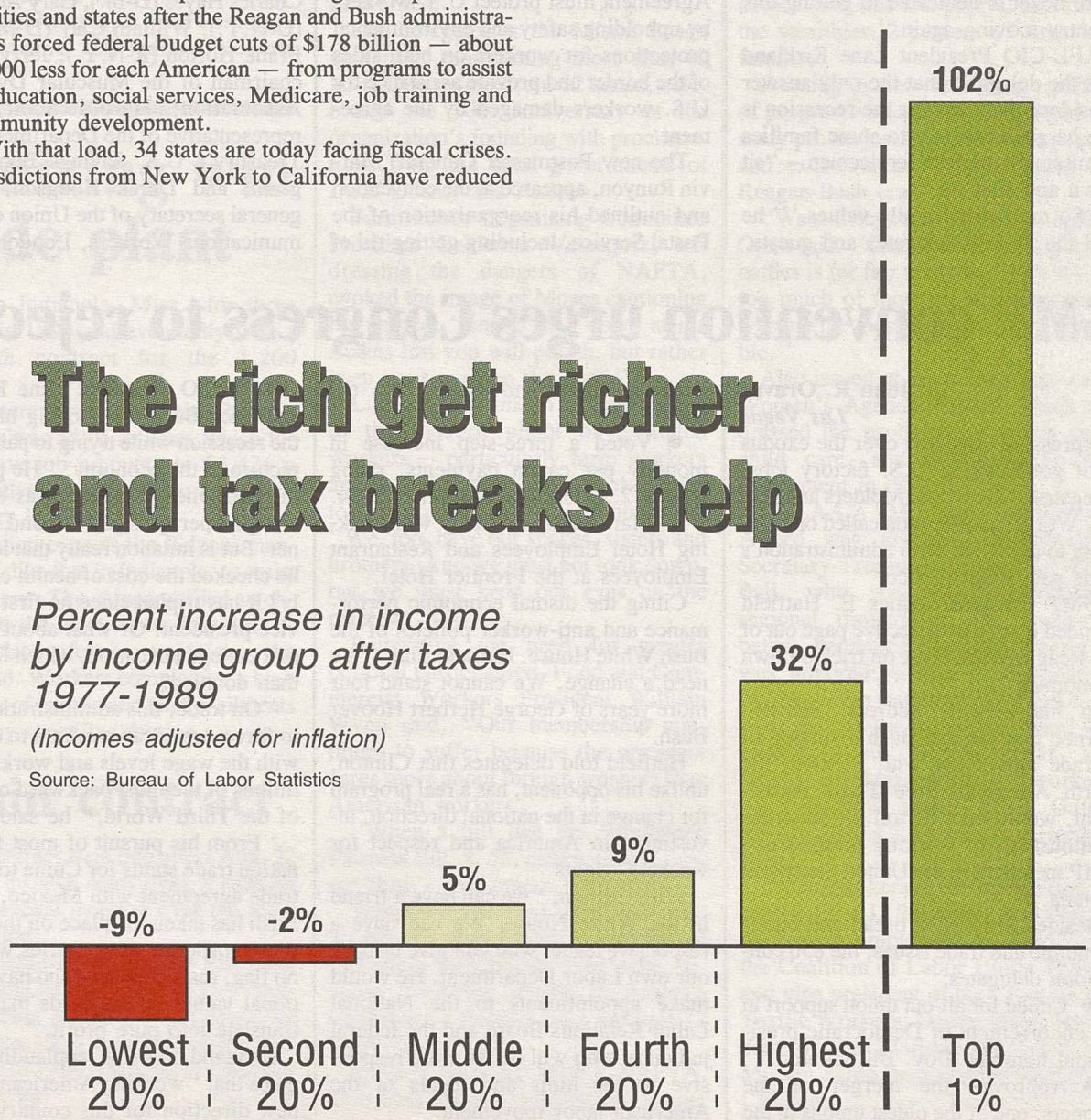
## ENVIRONMENT: *Plenty of pollution and no jobs, either*

President Bush's 1988 promise to be the "Environmental President" has been buried under a record that is both anti-environment and anti-economic growth.

At the Earth Summit in Rio de Janeiro, the United States was isolated in the pollution camp as Bush repeatedly demanded the weakening of resolutions that were widely agreed upon by other industrial as well as developing nations.

While Bush claimed his efforts to weaken environmental resolutions were in the name of jobs, his administration has presided over the loss of more than 2 million manufacturing and construction jobs through misguided trade and economic policies.

After four years in office, Bush has managed to clean up only 63 of the nation's 1,200 hazardous waste dumps and used Vice President Quayle's Council on Competitiveness to force the Environmental Protection Agency and other agencies to delay, withdraw or weaken many environmental regulations.



# UNION NEWS

Raymond Crowell/Page One Photography

**NALC President** Vincent Sombrotto welcomes AFL-CIO President Lane Kirkland to convention.

## NALC endorses Clinton, blasts Bush

**By Sharolyn A. Rosier**
*St. Louis*

Politics was the order of the day at the Letter Carriers convention as delegates unanimously endorsed Democratic presidential candidate Gov. Bill Clinton after a series of speakers denounced years of Republican economic devastation.

Clinton, addressing the convention via video, said the United States cannot compete and win in the global marketplace unless it has leadership that is both pro-business and pro-labor, pro-environment and pro-growth.

Noting that the country is in the longest economic stagnation since World War II, he said "the Clinton-Gore ticket is dedicated to getting this country moving again."

AFL-CIO President Lane Kirkland told the delegates that the only answer President Bush has for the recession is one he gave recently to some families of missing American servicemen —"sit down and shut up."

"So much for 'family values,'" he told the 13,000 delegates and guests.

"This 'family values' president has vetoed more than 30 bills, including legislation to help working people balance their job and family responsibilities, legislation to extend a helping hand to those left jobless by the Bush recession, and legislation to restore the buying power of the minimum wage," Kirkland said.

House Majority Leader Richard Gephardt said new leadership is needed to turn the country around. He pledged that congressional Democrats "will not allow this president to pull over on us a free-trade agreement that loses American jobs."

Gephardt insisted that the Bush-negotiated North American Free Trade Agreement must protect U.S. workers by upholding safety and environmental protections for workers on both sides of the border and provide assistance for U.S. workers damaged by the agreement.

The new Postmaster General, Marvin Runyon, appeared at the convention and outlined his reorganization of the Postal Service, including getting rid of more than 30,000 management employees and targeting budget cuts in expensive overhead.

Hailing the changes as necessary, NALC President Vincent Sombrotto said the Letter Carriers are ready to "face the challenge of automation" and are "poised and ready to meet whatever is before us."

"I promise you this: there will not be one Letter Carrier laid off from the Postal Service," he said.

Runyon promised to improve the "postal culture" by seeking to eliminate union-management strife. "Autocratic management is out," Runyon said.

Other speakers at the convention included Reps. Joan Kelly Horn (D-Mo.), Charles Hayes (D-Ill.), Gary Ackerman (D-N.Y.), William Clay (D-Mo.) and Frank Horton (R-N.Y.); Jerry Lewis, chairman of the Muscular Dystrophy Association; Harold Scott, labor representative of the Department of the Treasury's U.S. Savings Bonds program; and Derek Hodgson, deputy general secretary of the Union of Communications Workers, London.

## SEIU extends Silicon Valley janitor justice

The Service Employees' "Justice for Janitors" campaign won another victory when Hewlett-Packard became the second major Silicon Valley computer manufacturer to contract with a unionized cleaning service company.

The company hired International Service Systems to provide janitorial services for 50 of its buildings in Northern California, joining Apple Computer Co. among computer companies with organized janitorial crews.

SEIU Local 1877 President Mike Garcia said the union used the publicity generated by the Apple campaign as a springboard to persuade Hewlett-Packard to contract with a unionized cleaning firm.

Garcia said the union pointed out to Hewlett-Packard that workers employed by non-union cleaning firms faced wage and hour violations, low wages, lack of benefits and the use of undocumented workers.

International Service Systems has agreed to absorb the workers who currently clean the Hewlett-Packard buildings, Garcia said. About 300 janitors will be brought under an existing master agreement between the company and Local 1877 as a result of the Hewlett-Packard contract, he said.

The janitors' wages will range from $6.10 to $8.00 an hour, compared with $5.25 to $5.50 before the agreement. They also will go from receiving no benefits to having fully paid family health care.

Earlier this year, after an 18-month effort, the union persuaded Apple to contract with a unionized firm. Shine Building Maintenance, the non-union firm that had been providing cleaning services for Apple's headquarters building in Cupertino, agreed in February to recognize Local 1877.

## GMP convention urges Congress to reject Bush trade deal

**By John R. Oravec**
*Las Vegas*

Expressing concerns over the exodus of good-paying U.S. factory jobs, delegates to the Glass, Molders and Pottery Workers convention called on Congress to reject the Bush administration's trade pact with Mexico.

GMP President James E. Hatfield branded it another defective page out of the Reagan-Bush book on trickle-down economics.

In his keynote address, Hatfield warned that George Bush's version of a trade agreement with Mexico, the North American Free Trade Agreement, would take its toll on hundreds of thousands of working families and GMP members in the United States and Canada.

Besides addressing bread-and-butter economic and trade issues, the 850 convention delegates:

- Called for all-out union support in the endorsement of Democratic presidential nominee Gov. Bill Clinton.
- Approved the merger of the Coopers, one of the oldest unions in the American labor movement, into the GMP.
- Voted a three-step increase in monthly per capita payments, rising from $12.50 to $16 in November 1994.
- Marched in solidarity with striking Hotel Employees and Restaurant Employees at the Frontier Hotel.

Citing the dismal economic performance and anti-worker policies of the Bush White House, Hatfield said: "We need a change. We cannot stand four more years of George Herbert Hoover Bush."

Hatfield told delegates that Clinton, unlike his opponent, has a real program for change in the national direction, investment in America and respect for workers' rights.

With Clinton, "we can have a friend in the White House. We can have a responsive leader who will give us back our own Labor Department. He would make appointments to the National Labor Relations Board and the federal judiciary who will be far more responsive to the aims and ideals of the American labor movement."

AFL-CIO President Lane Kirkland criticized Bush for ducking blame for the recession while trying to paint a rosy picture of the economy. "He points to the consumer price index as evidence that prosperity is just around the corner. But is inflation really that low? Has he checked the cost of health care lately? It has tripled since he first became vice president. Or what about the cost of a college education, which has more than doubled?

"On trade, this administration seeks to force American workers to compete with the wage levels and working conditions of the most backward countries of the Third World," he said.

"From his pursuit of most-favored-nation trade status for China to his free trade agreement with Mexico, George Bush has taken his place on the side of those corporate mercenaries who have no flag, respect no flag and have no national values or standards that do not translate into pure profit."

Kirkland told the applauding delegates that "working Americans want a new direction for this country."

Delegates re-elected Hatfield and Secretary-Treasurer Frank W. Carter by acclamation to new four-year terms. Also returned to office were the union's six vice presidents and the 18-member executive board.

The GMP per capita payments will rise $2 effective Nov. 1, with $1 of the increase going the union's death benefits fund. Additional increases of $1 will take effect Nov. 1, 1993, and 50 cents in November 1994.

Under the merger agreement with the Coopers, which has a membership of 500, President and Secretary-Treasurer Ernest D. Higdon becomes an international representative of the GMP.

Convention speakers included President Lawrence Bankowski of the Flint Glass Workers, National COPE Director John Perkins, President Robert F. Harbrant of the Food and Allied Service Trades Department, Secretary-Treasurer Richard Perry of the Union Label and Service Trades Department, Gordon Wilson of the Ontario Federation of Labour and John Edmonds of the British Trades Union Congress.

# IBT's Diamond Walnut campaign goes international

By James B. Parks

The Teamsters have expanded their fight for social and economic justice at Diamond Walnut of Stockton, Calif., by launching an international campaign against the company.

"The companies have gone global and now the workers need to go global," said IBT President Ron Carey.

An IBT delegation will travel this week to Germany, Spain, Italy and the Netherlands to build support for the Diamond Walnut workers, who have been on strike since Sept. 4, 1991. Diamond Walnut's exports, primarily to these four countries, account for 40 percent of the company's sales.

The delegation comprises Eddie Burke, special assistant to Carey; Ron Carver, IBT's director of strategic campaigns; striking worker Cynthia Zavala; and Patrick Dalban, deputy director of transcontinental campaigns for the International Union of Food and Allied Workers (IUF).

"We'll be talking directly to union members and consumers in each country. We're going to leaflet at stores that carry Diamond products," Carey said.

"We'll work through the many sympathetic unions in these countries to reach every household we can," he said. "And we'll be talking to the media." Carey predicted there will be a great public outcry once the people understand what Diamond Walnut has done.

IBT members walked out after the company demanded significant wage and benefit concessions. In 1986, the workers had agreed to a 30 percent wage cut to save the company from bankruptcy and union negotiators were seeking to catch up in 1991, said Alex Ybarrolaza, boycott coordinator for IBT Local 601.

During that five-year period, the company grew into a Fortune 500 multinational. While company profits rose dramatically, workers lost almost 600 jobs. In negotiations before the strike began, Diamond Walnut offered a 10-cents-an-hour raise along with new medical co-payments that would eclipse the pay hike.

"In effect, they were asking workers to take another pay cut," said IBT spokeswoman Barbara Christie.

Diamond Walnut's workforce is 70 percent female, 50 percent Hispanic, 15 percent black and 15 percent Indian or Pakistani. Some 40 percent are single mothers. When they struck, they were "permanently replaced" by a group of predominantly young white men, Ybarrolaza said.

"This is a social justice issue," said Christie. "The company picked on the most vulnerable people in our society and that must be stopped."

In a related matter, the union requested a certification vote in a move to preempt efforts to eliminate the union. An overwhelming number of the more than 450 eligible workers backed the union on Aug. 11. The company has challenged 213 votes.

By requesting the vote before the strike was a year old, Ybarrolaza said, the union could prevent the scabs from filing and passing a decertification petition. But the National Labor Relations Board ordered a bifurcated election with the scabs voting in mid-October.

The bifurcated election will be one of the topics discussed at a Sept. 12 congressional field hearing in San Francisco. The House Government Operations subcommittee on employment and housing is looking at the issues surrounding "permanent replacements," according to a committee staff member.

Bill Burke/Page One Photography

**AFL-CIO Vice President** Lenore Miller and Charles Gray, international affairs director, drop letters on the steps of the Yugoslav Embassy calling for an end to Serbian attacks in Bosnia-Herzegovina. The embassy refused to accept the letters co-signed by Miller, who heads the Jewish Labor Committee, and AFL-CIO President Lane Kirkland. Looking on is Paul Somogyi, director of the Free Trade Union Institute. Some 200 trade unionists marched at the embassy Aug. 26.

# UFCW scores organizing win at third Delta Pride plant

Belzoni, Miss.

The Food and Commercial Workers have won the right to represent workers at a third plant owned by Delta Pride, the nation's largest catfish processor.

Lonnie Shepherd of UFCW Local 1529 said the biggest benefit for workers at Belzoni will be "respect and dignity" as a result of union presence.

Delta Pride hired a New Orleans-based union-busting law firm to fight the organizing effort, but workers were not frightened because they understood the improvements the union could bring to the plant, Shepherd said.

Local 1529 struck two Delta Pride plants in Indianola, Miss., for three months in 1990 and eventually won a 34-month contract for the 1,200 workers.

The average wage at Delta Pride in Indianola was $4.05 an hour, which for a full-time job amounts to $8,424 a year. With the union, the current starting salary is $5.15.

The union expects the Belzoni management, like that in Indianola, to resist negotiations. The company filed an objection to the election on July 30.

Workplace safety is a major issue, the union said. Workers complain of a high incidence of muscle and tendon ailments caused by repetitive motion.

# Train Dispatchers gain contract

Members of the Train Dispatchers finally will receive their first pay increase in four years.

Federal arbitrator Herbert Fishgold adopted Amtrak's final offer as terms for a new contract covering the 130 workers on Aug. 18. The ATDA was the final rail union to receive a contract under a binding arbitration plan adopted by Congress in June.

The contract went into effect Aug. 22 and runs through April 1996. It calls for a 25.5 percent increase over the four-year period.

"We achieved our goal of achieving parity with Conrail," said ATDA President Robert J. Irvin. "Although we would have liked to receive retroactive pay back to 1988, we have brought our pay back up."

# LCLAA boosts political role, rejects Mexican trade pact

By Sharolyn A. Rosier

More than 800 delegates to the convention of the Labor Council for Latin American Advancement rejected President Bush's North American Free Trade Agreement and vowed to make a difference in the upcoming general election.

"The enactment of a free trade agreement with Mexico, as proposed by President Bush, would be an economic and social disaster for U.S. workers and their communities, and do little to help the vast majority of Mexican workers," LCLAA stated.

LCLAA President Jack Otero, noting the increase in Hispanic union members, urged delegates to make their voices heard in the political arena. "The politicians will have to pass through, not pass by, the Hispanics in this country as they have in the past," he warned.

The delegates at the Miami Beach gathering, representing more than 40 AFL-CIO unions from 32 states, celebrated the 20th anniversary of the organization's founding with proclamations from the local governments of Dade County and Hialeah.

Farm Labor Organizing Committee President Baldemar Velasquez, addressing the dangers of NAFTA, evoked the image of Moses cautioning his people, "not to look down at the snakes lest you will perish, but rather keep your eyes on the staff."

Likening this time in biblical history to the modern plight of exploited workers — particularly farm workers and those who stand to lose their jobs to the maquiladoras — Velasquez said, "We, too, have our snakes, sisters and brothers. And we must not look down, but we must keep our eyes on the prize."

Reiterating the need for greater political participation, Food and Commercial Workers President William Wynn said, "Our membership continues to suffer because the president cares more about foreign workers than American workers.

"When a bill like the Workplace Fairness Bill, S. 55, comes around, you see Bush's true colors," he said.

Teamsters President Ron Carey said his union is abandoning its tradition of endorsing Republican candidates because "working people in America have taken a beating over the past 12 years."

Besides opposing Bush's NAFTA, delegates passed resolutions urging reform of America's health care system and a ban on English-only laws.

> *"The politicians will have to pass through, not pass by, the Hispanics in this country as they have in the past."*
>
> — Jack Otero
> LCLAA president

Otero unveiled a LCLAA study, "Hispanics and Taxes: A Study in Inequality," showing that Hispanics, who work at low-paying jobs in higher percentage than any other ethnic groups, pay a larger share of their incomes in excise and payroll taxes than the wealthiest 2 percent of American families.

Pointing to America's long tradition of progressive taxation, Otero said the study proves just how regressive payroll and excise taxes became during the Reagan-Bush era.

"We still have many battles to fight," Otero said. "One of the most important battles is for fair taxation. They ask far too much of those in our community who are the most economically vulnerable."

Also issued at the convention was a Women's Agenda Report, which addressed the problems of health care, child care, sex discrimination and harassment in the workplace.

LCLAA's Montemayor/Barraza Award was given to Steelworkers Secretary-Treasurer Edgar L. Ball. Ball, who was the Steelworkers' regional director in the southwest before becoming secretary-treasurer, was honored as one of the leading figures in the founding of LCLAA, as were the two for whom the award was named, Paul Montemayor and Maclovio Barraza of the Steelworkers.

Cuban-born singer Olga Guillot received the LCLAA Hispanic Heritage Award.

Other speakers at the convention included John J. Sweeney, president of the Service Employees; Joyce Miller of the Coalition of Labor Union Women and vice president of the Clothing and Textile Workers; Daniel Miller, president of the Florida AFL-CIO; and Miriam Santo, treasurer of the city of Chicago.

# ECONOMY

# Surge in trade deficit threatens more U.S. jobs

By John R. Oravec

In the first six months of 1992, the nation's foreign trade deficit surged 16 percent to $35.5 billion, up $5 billion over the first half of 1991.

Most of the rise in the U.S. trade deficit came in the second quarter of the year, which amounted to $20.8 billion, according to data released by the Commerce Department.

At that pace, AFL-CIO economist Mark A. Anderson warned, the trade deficit for 1992 would exceed $83 billion, topping the 1991 shortfall of $65.4 billion by some $17 billion.

Both exports and imports were running at record highs in the first half. Exports totaled $220.6 billion, while imports came in at $256.1 billion.

Imports of manufactured goods accounted for about 85 percent of the overall trade deficit in the first half, the government data showed. Imports of factory-made goods totaled $206.3 billion, compared with exports of $174.8 billion.

Anderson said the continuing imbalance in manufactured goods would cause a further drain on U.S. factory jobs.

International trade analysts estimate that some 25,000 jobs are lost for each $1 billion of the trade deficit. Since the early 1980s, when the United States began a long string of annual trade deficits, more than 2.5 million manufacturing jobs have been wiped out. Over the past 12 months, 200,000 U.S. manufacturing jobs have disappeared.

In June, the monthly trade deficit was $6.6 billion, compared with $7.1 billion in May, the Commerce Department reported. However, the June deficit was nearly $2 billion more than $4.7 billion shortfall of the year-ago month.

In trade with individual countries, the deficit with Japan in the first half of 1992 widened to $21.9 billion from $19.1 billion in the comparable year-ago period. The six-month deficit with China surged to $7.2 billion from $4.6 billion last year, while narrowing with OPEC countries to $3.7 billion from $7.4 billion in 1991. The six-month deficit with Canada widened to $3.3 billion from $2.5 billion last year.

The U.S. trade surplus with Western Europe narrowed in the first half to $9.5 billion from $11 billion last year.

In other economic reports:

● Despite the lowest home mortgage rates in two decades, housing starts fell 2.8 percent in July to an annual rate of 1.1 million units, after dropping 3.8 percent June.

The Commerce Department said July starts of single-family homes declined 4.1 percent to a rate of 959,000, while multifamily housing starts rose 6 percent to 160,000 units.

● Real weekly pay of the average worker declined 0.2 percent in July, after plunging 1 percent in June, even though the consumer price index for urban wage earners (CPI-W) rose only 0.2 percent over the month, the Bureau of Labor Statistics said.

Food prices dropped 0.1 percent from June, but gasoline prices increased 0.9 percent. Over the last 12 months, gas pump prices were up 4.5 percent.

Medical care costs continued to rise, climbing 0.6 percent over the month and were up 7.5 percent from July 1991.

● New filings for state unemployment insurance benefits jumped a whopping 17.6 percent in the week ended Aug. 8, the Labor Department reported.

After seasonal adjustment, the department's Employment and Training Administration logged in 474,000 initial UI claims, an increase of 71,000 from the preceding week. It was the highest number since 479,000 were filed during the week ended Dec. 7, 1991.

The new claims pushed the four-week moving average to 436,500, the highest level since they reached 438,000 during the period ended last April 4.

● Factory output remained flat while rising in mines and utilities to boost U.S. industrial production 0.4 percent in July and offsetting the 0.4 percent drop in June, the Federal Reserve reported. Output of consumer durable goods, which includes auto and appliances, fell 1.4 percent last month after slipping 1.2 percent in June.

Total industry capacity utilization edged up 0.2 percent to 78.9 percent, but remained well below the 82.1 percent rate of the 1967-91 average.

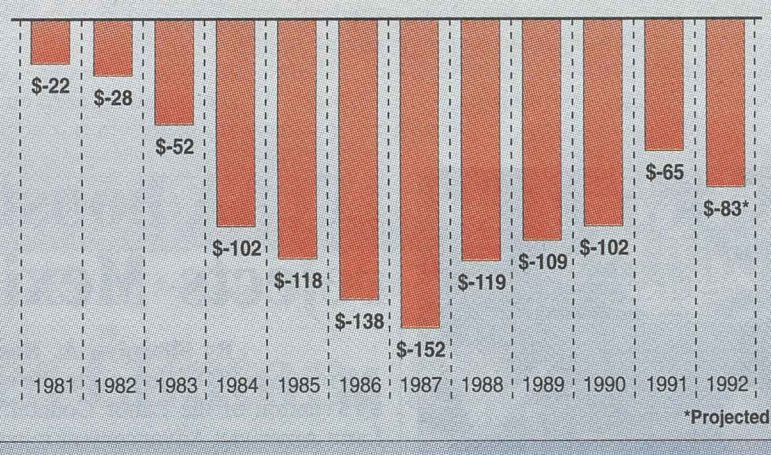
● Business inventories rose 0.6 percent in June to $833.4 billion, signaling a further weakening in demand stemming from the continuing slack economy.

● The University of Michigan consumer sentiment index slipped 0.3 of a point in early August to 75.3 percent as the public's economic expectations remained bleak.

## Significant statistics

### Trade deficit expected to widen

All goods in billions of dollars, 1981 - 1992




With the current pace of the U.S. foreign trade deficit running at $6.9 billion a month, the nation's trading shortfall for 1992 is expected to top $83 billion – substantially higher than $65.4 billion trade gap logged in 1991.

| | |
|---|---|
| **Housing Starts** | |
| July | -2.8 percent |
| Annual rate | 1.1 million units |
| **Consumer Prices** | |
| July CPI-W | +0.2 percent |
| **Real weekly pay** | |
| July | -0.2 percent |
| From July 1991 | -0.5 percent |
| **Industrial production** | |
| July | +0.4 percent |
| **Capacity utilization** | |
| July | 78.9 percent |
| 1967-91 average | 82.1 percent |
| **Initial UI claims** | |
| Week of August 8 | 474,000 |
| Change over week | +71,000 |

AFL-CIO NEWSGRAFIC

# Labor, allies take trade concerns to conference, on the road

**Continued from Page 1**

N.Y.) joined the chorus of critics Aug. 14, urging the president to declassify the document and make it available to the public.

Sens. Donald Riegle (D-Mich.), Kent Conrad (D-N.D.) and Harris Wofford (D-Pa.) vowed to seek a resolution allowing amendments to the agreement. House Majority Leader Richard Gephardt (D-Mo.) and Senate Finance Committee Chairman Lloyd Bentsen (D-Texas) also were critical, saying they would seek changes through implementing legislation or calling for reopened talks.

Many economists agree that NAFTA, once ratified, will cause an increased outflow of jobs to Mexico, although the administration contends that more jobs will be created over time than will be lost. Donahue, the AFL-CIO's secretary-treasurer, estimates the loss of as many as 550,000 jobs by the end of the decade.

The United States already has lost approximately 500,000 U.S. manufacturing jobs to maquiladora plants on the Mexican border. Unions have shown that those displaced workers who have found jobs are working for considerably lower wages, arguing that NAFTA will further undercut the U.S. standard of living.

Mark Anderson, director of the AFL-CIO Task Force on Trade, disputes the administration's contention that NAFTA will benefit the United States by opening a vast new market in Mexico, pointing out that the majority of the current non-petroleum trade with Mexico is U.S. corporations trading with themselves.

"Only 14.8 percent of U.S. exports to Mexico are consumer goods," Anderson said. "Mexico today is like China during the 1970s, primarily importing capital goods to tool their industrial plants. Now China has industrialized and enjoys a $15 billion trade surplus with the United States. We show a trade surplus with Mexico now, while that plant equipment is being set up, but Mexico will quickly go the route of China."

The trade conference will be gaveled open at 9 a.m. by Rep. Eleanor Holmes Norton (D-D.C.), with an invocation by Sister Susan Mika of the Coalition for Justice in the Maquiladoras, before the panel discussion with officers of the five sponsoring groups.

Nader, who founded Public Citizen, said NAFTA could adversely affect protective U.S. regulations and national sovereignty.

"Laws on hazardous waste, auto emissions, endangered species, recycling and others could be weakened or eliminated through challenges by other countries," he said.

The Sierra Club and Friends of the Earth are especially concerned that the proposed trade pact will extend the environmental damage already so evident along the U.S.-Mexican border, which the Sierra Club's Pope says "has become a toxic sewer."

"NAFTA, if unchallenged, will spell disaster for our country's health, safety and environmental laws," Pope warned.

Swenson said the National Farmers Union is concerned that, "while debating the details within the NAFTA, the U.S. trade negotiators have prioritized maximum exports and profits over the job security of the nation's laborers and farmers."

Afternoon sessions will include five workshops on the subjects of trade and the U.S. economy; the impact on regulatory safeguards; the Bush administration and the social agenda; trade and integration; and "the process predicts the outcome."

Among the participants will be Thea Lee, Economic Policy Institute; Pat Choate, author of "Agents of Influence;" and LeRoy Trotman, president of the International Confederation of Free Trade Unions.

The California caravan will visit work sites, rallies, picnics, fairs, festivals, sporting events, shopping malls, town halls and other sites along the way from San Francisco, south to Los Angeles, back up through San Francisco to Eureka and back to Sacramento, where it will end with a large display sometime in mid- to late October.

This Economic Earthquake Express is expected to pick up additional supporters as it moves through California, with a major presentation planned in conjunction with IBT Joint Council 42 in Los Angeles during Fair Trade Week, which begins Sept. 27.

— Michael Byrne

# Newsmakers

**Albert Shanker** was elected to another two-year term as president by the AFT convention in Pittsburgh. **Edward J. McElroy Jr.,** president of the Rhode Island AFT and the Rhode Island AFL-CIO, was elected by delegates as AFT secretary-treasurer. Four new vice presidents also were elected: **Mary Bergan** of California; **David Gary,** of Oklahoma City; **Rita Moody** of Florida and **Howard Shafer,** president of the Public Employees Federation.

Chinese dissident **Han Dongfang** said Aug. 20 he had been granted permission to leave China for medical treatment in the United States. Han, the leader of the Beijing Workers Autonomous Federation, is to be treated in New York for tuberculosis he contracted during 22 months in Chinese prisons after the 1989 crackdown on the democracy movement.

The German metalworkers' union and the UAW are in agreement on the need for union representation at a proposed BMW plant in Greer, S.C. UAW President **Owen Bieber** has said the union intends to organize the plant, slated for a 1995 opening, while **Klaus Zwickel,** vice president of the German union, sent BMW a letter vowing that BMW would not be an exception to the union's policy of seeing that workers are represented in German-owned plants abroad.

**Chrystl L. Bridgeforth** has been appointed executive director of the Coalition of Labor Union Women. The appointment was announced by CLUW President **Joyce D. Miller** and the 18-member National Officers Council. Bridgeforth has been on CLUW's national staff since 1983.

**Karen Karnow Stuart** has been named assistant national executive director for entertainment programming of the Television and Radio Artists. The position, which is newly created, calls for coordinating AFTRA's activities in negotiations, contract administration and organizing.

**Edward J. Carlough,** president of the Sheet Metal Workers, has had a chair established in his honor at The American University's Kogod College of Business Administration. The $1 million Edward J. Carlough Chair in International Labor Relations will be funded through voluntary contributions secured by the Sheet Metal Generations Foundation with matching funds from AU.

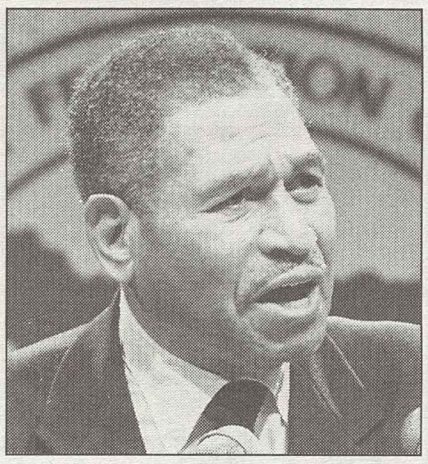
## DEATHS

Retired AFL-CIO Vice President **Frederick O'Neal** died at his home in Manhattan Aug. 25 after a long illness. He was 86.

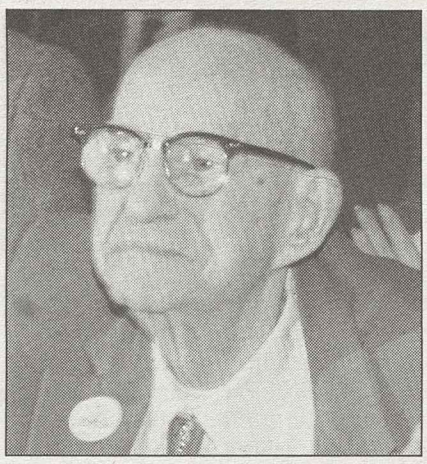
The longtime chairman and guiding force of the AFL-CIO Civil Rights Committee, O'Neal was an award-winning actor and president emeritus of Actors' Equity, as well as the head of Actors and Artistes, the six-union group that comprises AFL-CIO entertainment unions.

"As a labor activist, Fred played a critical role in the civil rights movement and its crusade to fulfill the American promise of equal opportunity, liberty and justice for all," said AFL-CIO President Lane Kirkland.

"The leadership of the trade union movement valued his wisdom and experience on all the affairs of labor and we greatly respected his effective advocacy for the working people of the performing arts," Kirkland said.



O'Neal



Walsh

"Fred made a continuous and extraordinary contribution to Actors' Equity and its membership and to the American theater," said Alan Eisenberg, executive secretary of Equity. "He will be sorely missed as a senior advisor to the association."

O'Neal made his first professional appearance as an actor in St. Louis in 1927. He moved to New York and was one of the founders of the American Negro Theatre.

He made his Broadway debut in 1944 and went on to win the Clarence Derwent Award, the New York Drama Critics' Award and the Donaldson Award in the role of Frank in "Anna Lucasta."

In addition to his tenure on the Executive Council from 1969 to 1988 and as chair of the civil rights committee, he also was president of the Catholic Interracial Council, secretary-treasurer of the African American Labor Center, co-chairman of the National Urban League Labor Advisory Council, and on the boards of the AFL-CIO Labor Studies Center and the Asian-American Institute.

He is survived by his wife, Charlotte Talbot Hainey.

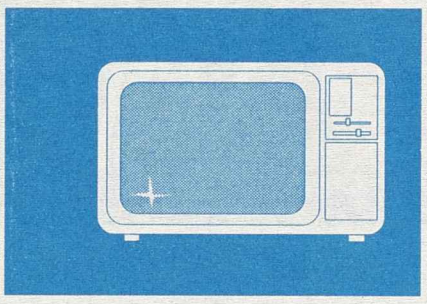
**Richard F. Walsh,** former president of the Theatrical Stage Employees and Moving Picture Machine Operators, died Aug. 13 at South Nassau Communities Hospital, Long Island, N.Y., after a brief illness. He was 92.

The guiding force in the Union Label and Service Trades Department of the AFL-CIO for many years, Walsh was saluted at the last two AFL-CIO conventions as one stalwart who made possible the 1955 merger of the CIO and AFL.

Walsh, who began as an apprentice electrician in 1917, was elected union president in 1941 and served until 1974. In 1955, he was elected a member of the first AFL-CIO Executive Council.

He was a past president of the Inter-American Federation of Entertainment Workers and a director of the Union Labor Life Insurance Co. and the Council of Motion Picture Organizations.

He is survived by two sisters, Gertrude Lindquist of New York and Katherine Malloy of Pennsylvania.



Two programs produced by the Labor Institute of Public Affairs, "Songs of Solidarity" (SOS) and "Labor of Freedom" (LOF), will be presented on various public television stations in conjunction with Labor Day.

**ALASKA** — ***Bethel,*** KYUK/CH.4, SOS/LOF, Noon, Mon, Sept.7; ***Fairbanks,*** KUAC/CH.9, SOS, 9 p.m., Mon., Sept. 7.

**CALIFORNIA** — ***Eureka,*** KEET/CH.13, LOF/SOS, 8 p.m., Thur., Sept. 3; LOF/SOS, 12:30 p.m., Fri., Sept. 4; ***Sacramento,*** KVIE/CH.6, SOS, 1:30 p.m., Mon., Sept. 7; ***San Bernardino,*** KVCR/CH.24, LOF, 9:30 p.m., Wed., Aug. 26, SOS, 9:30 p.m., Mon., Aug. 31; ***San Jose,*** KTEH/CH.54, SOS, 2 p.m., Mon., Sept. 7; ***San Mateo,*** KCSM/CH.60, SOS, 9 p.m., Mon., Sept. 7.

**COLORADO** — ***Pueblo,*** KTSC/CH.8, LOF, 8:30 a.m., Fri., Sept. 4, SOS, 2:30 p.m., Mon., Sept. 7.

**CONNECTICUT** — ***Hartford,*** WEDH/CH.24, SOS, 6 p.m., Sun., Sept. 6; ***New Haven,*** WEDY/CH.65, SOS, 6 p.m., Sun., Sept. 6,; ***Norwich,*** WEDN/CH.53, SOS, 6 p.m., Sun., Sept. 6; ***Stanford/Fairfield,*** WEDW/CH.49, SOS, 6 p.m., Sun., Sept. 6; ***Waterbury,*** W12BH/CH.12, SOS, 6 p.m., Sun., Sept. 6.

**D.C.** — WETA/CH.26, SOS/LOF, 12:30 p.m., Mon., Sept. 7; WHMM/CH.32, SOS/LOF, 8 p.m., Mon., Sept. 7.

**IDAHO** — ***Boise,*** KAID/CH.4, SOS, 10 p.m., Mon., Sept. 7; ***Coeur d' Alene,*** KCDT/CH.26, SOS, 11 p.m., Mon., Sept. 7; ***Moscow,*** KUID/CH.12, SOS, 11 p.m., Mon., Sept. 7; ***Pocatello,*** KISU/CH.10, SOS, 10 p.m., Mon., Sept. 7; ***Twin Falls,*** KIPT/CH.13, SOS, 10 p.m., Mon., Sept. 7.

**ILLINOIS** — ***Carbondale,*** WSIU/CH.8, SOS, 10:30 a.m., Mon., Sept. 7; ***Charleston,*** WEIU/CH.51, LOF/SOS, 3 p.m., Sat., Oct. 10; ***Olney,*** WUSI/CH.16, SOS, 10:30 a.m., Mon., Sept. 7; ***Peoria,*** WTVP/CH.47, LOF/SOS, 10:30 p.m., Mon., Sept. 7.

**INDIANA** — ***Ft. Wayne,*** WFWA/CH.39, LOF, 11:30 p.m., Thur., Oct. 1; ***Indianapolis,*** WFYI/CH.20, LOF/SOS, 9 p.m., Mon., Sept. 7; ***Merrillville,*** WYIN/CH.56, LOF/SOS, 8 p.m., Wed., Sept. 2; ***Muncie,*** WIPB/CH.49, SOS, 11 p.m., Sun., Sept. 30; ***Vincennes,*** WVUT/CH.22, SOS/LOF, 8 p.m., Wed., Aug. 26.

**KANSAS** — ***Bunker Hill,*** KOOD/CH.9, LOF/SOS, 9 p.m., Mon., Sept. 7; KSWK/CH.3, LOF/SOS, 9 p.m., Mon., Sept. 7.

**KENTUCKY** — ***Ashland,*** WKAS/CH.25, SOS, 9:30 p.m., Mon., Sept. 7; ***Bowling Green,*** WKGB/CH.53, SOS, 9:30 p.m., Mon., Sept. 7; ***Covington,*** WCVN/CH.54, SOS, 9:30 p.m., Mon., Sept. 7; ***Elizabethtown,*** WKZT/CH.23, SOS, 9:30 p.m., Mon., Sept. 7; ***Hazard,*** WKHA/CH.35, SOS, 9:30 p.m., Mon., Sept. 7; ***Lexington/Richmond,*** WKLE/CH.46, SOS, 9:30 p.m., Mon., Sept., 7; ***Louisville,*** WKMJ/CH.58, SOS, 9:30 p.m., Mon., Sept. 7; ***Madisonville,*** WKMA/CH.35, SOS, 9:30 p.m., Mon., Sept. 7; ***Morehead,*** WKMR/CH.38, SOS, 9:30 p.m., Mon., Sept. 7; ***Murray/Mayfield,*** WKMU/CH.21, SOS, 9:30 p.m., Mon., Sept. 7; ***Owensboro/Henderson,*** WKOH/CH.31, SOS, 9:30 p.m., Mon., Sept. 7; ***Owenton,*** WKON/CH.52, SOS, 9:30 p.m., Mon., Sept. 7; ***Paducah,*** WKPD/CH.29, SOS, 9:30 p.m., Mon., Sept. 7; ***Pikeville,*** WKPI/CH.22, SOS, 9 p.m., Mon., Sept. 7; ***Somerset,*** WKSO/CH.29, SOS, 9 p.m., Mon., Sept. 7.

**LOUISIANA** — ***New Orleans,*** WLAE/CH.32, LOF/SOS, 2 p.m., Sun., Sept. 6.

**MICHIGAN** — ***Detroit,*** WTVS/CH.56, SOS, 5 p.m., Sun., Sept. 6; ***Flint,*** WFUM/CH.28, SOS, 7:30 p.m., Sun., Sept. 6, LOF, 10:30 p.m., Sun., Sept. 6; ***Grand Rapids,*** WGVU/CH.35, LOF/SOS, 2 p.m., Mon.,Sept. 7; ***Kalamazoo,*** WGVK/CH.52, LOF/SOS, 2 p.m., Mon., Sept. 7; ***Marquette,*** WNMU/CH.13, SOS, 10:30 p.m., Sun., Sept. 6; ***University Center,*** WUCM/CH.19, LOF/SOS, 6 p.m., Sun., Sept. 6; WUCX/CH.35, LOF/SOS, 6 p.m., Sun., Sept. 6.

**MINNESOTA** — ***Austin,*** KSMQ/CH.15, SOS, 9:30 p.m., Sun., Sept. 6; ***Bemidji,*** KAWE/CH.9, SOS, 11 a.m., Mon., Sept. 7; ***Brainerd,*** KAWB/CH.22, SOS, 11 a.m., Mon., Sept. 7.

**MISSOURI** — ***Kansas City,*** KCPT/CH.19 LOF, 3 p.m., Mon., Sept. 7, SOS, 11:50 p.m., Mon., Sept. 7.

**NEBRASKA** — ***Alliance,*** KTNE/CH.13, LOF/SOS, 11:30 a.m., Mon., Sept. 7; ***Bassett,*** KMNE/CH.7, LOF/SOS, 11:30 a.m., Mon., Sept. 7; ***Hastings,*** KHNE/CH.29, LOF/SOS, 11:30 a.m., Mon., Sept. 7; ***Lexington,*** KLNE/CH.26, LOF/SOS 11:30 a.m., Mon., Sept. 7; ***Lincoln,*** KUON/CH.12, LOF/SOS, 11:30 a.m., Mon., Sept. 7; ***Meriman,*** KRNE/CH.12, LOF/SOS, 11:30 a.m., Mon., Sept. 7; ***Norfolk,*** KXNE/CH.19, LOF/SOS 11:30 a.m., Mon., Sept. 7; ***North Platte,*** KPNE/CH.9, LOF/SOS, 11:30 a.m., Mon., Sept. 7; ***Omaha,*** KYNE/CH.26, LOF/SOS, 11:30 a.m., Mon., Sept. 7.

**NEVADA** — ***Reno,*** KNPB/CH.5, SOS, 9:30 p.m., Sat., Sept. 5, SOS, 6 p.m., Tues., Sept. 8.

**NEW JERSEY** — ***Camden,*** WNJS/CH.23, LOF, 6 p.m., Mon., Sept. 7, SOS, 7 p.m., Mon., Sept. 7; ***Montclair,*** WNJM/CH.50, LOF, 6 p.m., Mon., Sept. 7, SOS, 7 p.m., Mon., Sept. 7; ***New Brunswick,*** WNJB/CH.58, LOF, 6 p.m., Mon., Sept. 7, SOS, 7 p.m., Mon., Sept. 7; ***Trenton,*** WNJT/CH.52, LOF, 6 p.m., Mon., Sept. 7, SOS, 7 p.m., Mon., Sept. 7.

**NEW MEXICO** — ***Albuquerque,*** Pub Access/CH.27, LOF/SOS, 4 p.m., Mon., Sept. 7; ***Portales,*** KENW/CH.3, LOF, 10 p.m., Fri., Sept. 4, SOS, 10:30 p.m., Mon., Sept. 7; ***Las Cruces,*** KRWG/CH.22, SOS, 6:30 p.m., Sat., Sept. 19, LOF, 6 p.m., Sun., Sept. 20.

**NEW YORK** — ***Binghamton,*** WSKG/CH.46, LOF, 11:30 p.m., Mon., Sept. 7; ***Buffalo,*** WNEQ/CH.23, LOF, 8:30 p.m., Mon., Sept. 7, SOS, 8:30 p.m., Wed., Sept. 9; ***Plattsburgh,*** WCFE/CH.57, LOF, 2:30 p.m., Mon., Sept. 7; ***Schenectady,*** WMHT/CH.17, LOF/SOS, 2:30 p.m., Mon., Sept. 7; ***Syracuse,*** WCNY/CH.24, SOS, 11:30 p.m., Mon., Sept. 7.

**OHIO** — ***Akron,*** WEAO/CH.49, LOF/SOS, 9 p.m., Mon., Sept. 7; ***Alliance,*** WNEO/CH.45, LOF/SOS, 9 p.m., Mon., Sept. 7; ***Cincinnati,*** WCET/CH.48, LOF, 7 p.m., Mon., Sept. 7; ***Cleveland,*** WVIZ/CH.25, SOS, 6 p.m., Sat., Sept. 5; ***Oxford,*** WPTO/CH.14, SOS/LOF, 9 p.m., Sat., Sept. 5 and 7 p.m., Sun., Sept. 6; ***Toledo,*** WGTE/CH.30, SOS, 5:30 p.m., Sun., Sept. 6.

**OKLAHOMA** — ***Claremore,*** KRSC/CH.35, LOF, 5 p.m., Mon., Sept. 7.

**OREGON** — ***Bend,*** KOAB/CH.3, SOS, 2:30 p.m., Mon., Sept. 7; ***Corvallis,*** KOAC/CH.7, SOS, 2:30 p.m., Mon., Sept. 7; ***Eugene,*** KETB/CH.28, SOS, 2:30 p.m., Mon., Sept. 7; ***Le Grand,*** KTVR/CH.13, SOS, 2:30 p.m., Mon., Sept. 7; ***Medford,*** KSYS/CH.8, SOS, 6 p.m., Mon., Sept. 7; ***Portland,*** KOPB/CH.10, SOS, 2:30 p.m., Mon., Sept. 7.

**PENNSYLVANIA** — ***Harrisburg,*** WITF/CH.33, LOF/SOS, 2 p.m., Mon., Sept. 7; ***Philadelphia,*** WHYY/CH.12, LOF/SOS, 7 p.m., Sun., Sept. 6.

**RHODE ISLAND** — ***Providence,*** WSBE/CH.36, LOF/SOS, Noon, Mon., Sept. 7.

**TENNESSEE** — ***Chattanooga,*** WTCI/CH.45, SOS/LOF, 11 p.m., Sun., Sept. 6 and 11 a.m., Mon., Sept. 7.

**TEXAS** — ***Dallas,*** KERA/CH.13, SOS, 9:30 p.m., Sun., Sept. 6; KDTN/CH.2, SOS, 9:30 p.m., Sun., Sept.6; ***El Paso,*** KCOS/CH.13, LOF, 9:30 p.m., Sun., Sept. 6 ; ***Harlingen,*** KMBH/CH.60, SOS, 3:30 p.m., Sun., Sept. 6, LOF, 10 p.m., Wed., Sept. 16.

**VERMONT** — ***Burlington,*** WETK/CH.33, SOS, 1 p.m., Mon., Sept. 7; ***Rutland,*** WVER/CH.28, SOS, SOS, 1 p.m., Mon., Sept. 7; ***St. Johnsbury,*** WVTB/CH.20, 1 p.m., Mon., Sept. 7; ***Windsor,*** WVTA/CH.41, SOS, 1 p.m., Mon., Sept. 7.

**VIRGINIA** — ***Richmond,*** WCVE/CH.23, LOF/SOS, 2 p.m., Mon., Sept. 7; WHJT/CH.41, LOF/SOS, 2 p.m., Mon., Sept. 7; ***Roanoke,*** WBRA/CH. 15, LOF/SOS, 8 p.m., Thur., Sept. 3; ***Marion,*** WMSY/CH.52, LOF/SOS, 8 p.m., Thur., Sept. 3; ***Norton,*** WSBN/CH. 47, LOF/SOS, 8 p.m., Thur., Sept. 3.

**WASHINGTON** — ***Centralia,*** KCKA/CH.15, LOF, 9 p.m., Wed., Sept. 9, SOS, 9 p.m., Thurs., Sept. 24; ***Seattle,*** KCTS/CH.9, SOS, 9:30 a.m., Sat., Sept. 5; ***Tacoma,*** KTPS/CH. 28, LOF, 9 p.m., Wed., Sept. 9, SOS, 9 p.m., Thur., Sept. 24; ***Yakima,*** KYVE/CH.47, LOF, 11 a.m., Sun., Sept. 6, SOS, 12:30 p.m., Sun., Sept. 6.

**WEST VIRGINIA** — ***Beckley,*** WSWP/CH.19, SOS/LOF, 11 p.m., Sun., Sept. 6 and 1 p.m., Mon., Sept. 7; ***Huntington,*** WPBY/CH.33, SOS/LOF, 8 a.m., Sun., Sept. 6; ***Morgantown,*** WNPB/CH.24, SOS, 1:30 p.m., Sun., Sept. 6, LOF, 2:30 p.m., Mon., Sept. 7.

**WISCONSIN** — ***Milwaukee,*** WMVS/CH.10, LOF, 10 p.m., Mon., Sept. 7; WMVT/CH.36, SOS/LOF, 2 p.m., Mon., Sept. 7.

**WYOMING** — ***Riverton,*** KCWC/CH.4, SOS/LOF, 7 p.m., Sun., Sept. 6.

# Citizens lose critical services to federal cuts

By Sharolyn A. Rosier

Presidents Bush and Reagan have denied each U.S. citizen about $1,000 in public services with cuts in domestic programs that provide crucial programs to assist families with job training, health care, child support and transportation, a new study reveals.

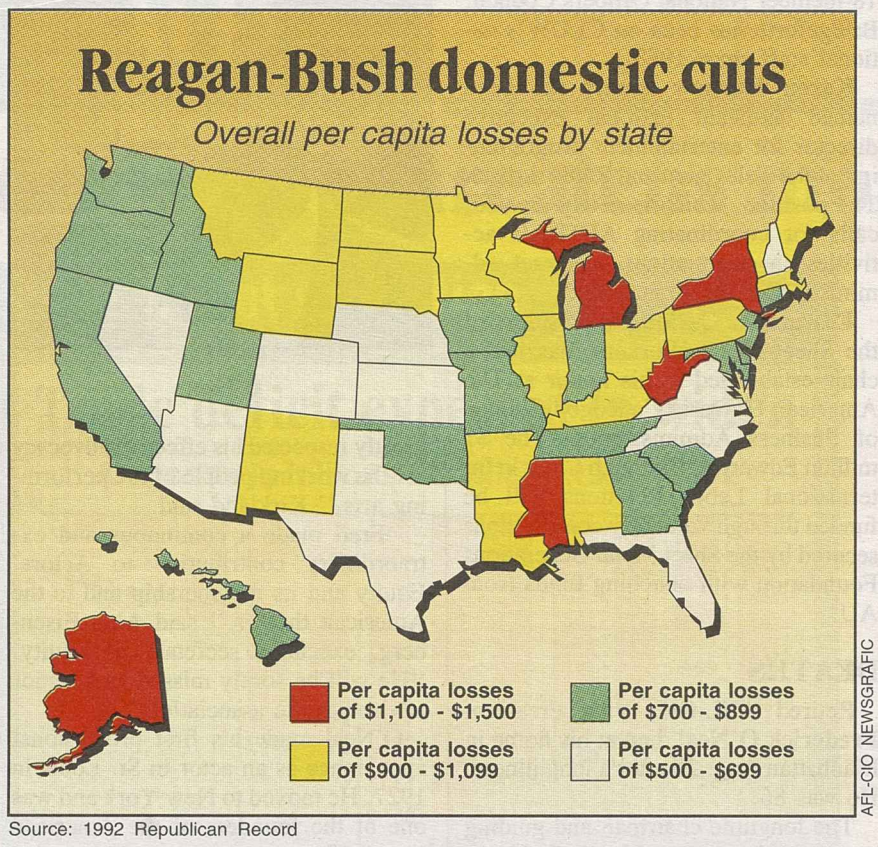
The "Republican Record," released by AFSCME President Gerald W. McEntee and Boston Mayor Raymond Flynn, shows that a total of $231 billion was cut from federal aid for programs from education to economic development during the Reagan-Bush era.

"The record is clear. The path of undermining domestic programs begun by President Reagan has been perpetuated by President Bush. The result is the worst economic record of any administration since Herbert Hoover," McEntee said at a Washington press conference.

"The Republicans like to talk tough on crime but the real crime was when they wiped out general revenue sharing to our cities," Flynn said. "I took the $18 million the federal government sent back to us and applied it directly to law enforcement — as did a lot of other cities.

"Today, our efforts to implement community policing would be greatly assisted if the Reagan-Bush team hadn't walked off the beat on public safety," he said.

The Republican Record demonstrates that Reagan and Bush aimed their budget attacks on services that have a direct impact on working families, including health care and the nation's infrastructure.




Source: 1992 Republican Record

Five of the 10 largest program cuts include job training, $73 billion; Medicaid, $62 billion; community development, $16 billion; child support, $10 billion; and mass transit, $7 billion.

As middle-income families suffer from soaring health care costs, the White House eliminated $69 billion, measured in 1992 dollars, from health care spending. Similarly, in the decade before Los Angeles erupted in riots, the White House drained $150 billion from programs aimed at helping children and families, another $18 billion from housing and the homeless, and $10 billion from education programs.

"Federalism once meant a partnership where Washington helped," McEntee said. "What we've got now is 'fend-for-yourself' federalism."

Job training funds were reduced most drastically in Alaska, Louisiana, Mississippi and Michigan — all states facing serious unemployment problems. Community Development Block Grants were cut deepest in New York, Pennsylvania, Massachusetts and Rhode Island — states with troubling inner city housing problems.

The report details, for example, how each New Yorker lost $594 in Medicaid funds, each West Virginian lost $320 in Appalachian Regional program assistance, and each Wyoming resident lost $152 in waste water treatment support.

The Republican Record also shows that the federal deficit has skyrocketed despite domestic cuts. While the Republicans have continually cut back domestic programs, the federal deficit has tripled.

The federal deficit grew under the Republican administrations because of "incredible increases in defense spending, the savings-and-loan bailout, tax cuts on the rich, and now a weakened economy," McEntee said.

These funding reductions have overwhelmed state and local governments. In New Jersey, for example, funding levels for domestic programs decreased $6.9 million over the past decade. And currently some 2,700 public employees face layoffs Oct. 2 because of the legislature's austere budget.

This means reduced staffing at state mental hospitals and institutions for the retarded, increased caseloads for child welfare workers, less maintenance of state roads and the closing of parks and satellite state offices.

"What is needed is reinvestment in domestic programs, improvement in programs that help workers, families and our ability to compete in the global market," the study concludes. "State and local governments need a full federal partner."

# INSIDE

VOLUME 37, NUMBER 18
AUGUST 31, 1992

AFL-CIO NEWS

**1** ***General Board set for endorsement vote***
Determined to see the union vote used to reverse workers' economic decline, the AFL-CIO's General Board will meet Sept. 3 to vote on an endorsement for president.

**1** ***Frontier rival joins support of strikers***
Angered because Frontier Hotel's anti-union attitude gives all of Las Vegas a bad name, management at one of the strip's biggest casinos is delivering meals to strikers every day.

**9** ***Diamond Walnut fight spreads to Europe***
Recognizing the impact of global labor solidarity, the Teamsters extended the corporate campaign to four European countries that consume most of the company's exports.

**1** ***Conference, caravan stress trade concerns***
A major conference and a caravan throughout California will spotlight labor and environmental groups' concerns about the disastrous impact of President Bush's trade policies.

**8** ***SEIU janitors win at Hewlett-Packard***
Hewlett-Packard became the second major computer firm in California's Silicon Valley to reach agreement with the Service Employees on contracting with a union cleaning service company.

**10** ***Trade deficit surges, putting jobs at risk***
The economy continues to sputter as the trade deficit increased 16 percent in the first half of 1992, with most of the gap in manufactured goods causing fears that more jobs will be lost.

UNION YES

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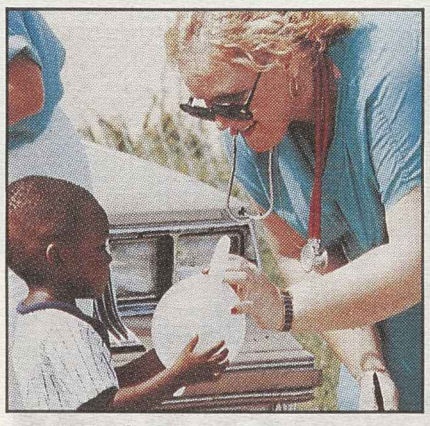


**Service Employee** nurses were among hundreds of union members who rushed to assist victims of Hurricane Andrew. Page 5.


# AFL-CIO NEWS

VOLUME 37, NUMBER 19 SEPTEMBER 14, 1992


# Bill Clinton: He's on our side

Raymond Crowell/Page One Photography

**Gov. Bill Clinton** thanks labor for its endorsement at the AFL-CIO General Board meeting Sept. 3.

**By Michael Byrne**

The AFL-CIO's General Board put labor squarely in Arkansas Gov. Bill Clinton's corner, voting overwhelmingly to endorse the Democratic presidential candidate and his running mate, Tennessee Sen. Albert Gore, Jr.

Clinton, who arrived to personally thank labor for its endorsement, told the union leaders, ''we share a common commitment to working men and women and their children, and their parents, to opportunity, to dignity, to equality and, most of all, to the forgotten middle class.''

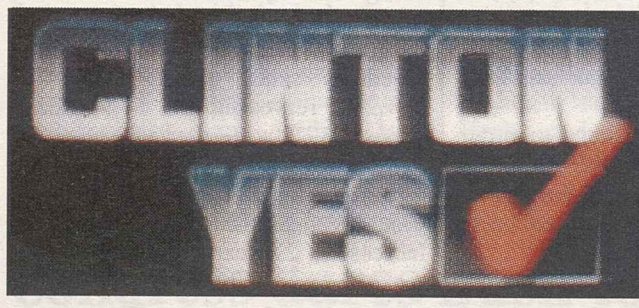
He contrasted his ''high-wage, high-growth, high-opportunity'' economic proposals with the ''hard-work, low-wage, low-growth'' record of President Bush. He promised to help build ''an economy for the 21st century,'' dependent on ''cooperation between business and labor, government and education.''

AFL-CIO President Lane Kirkland welcomed Clinton to the labor caucus, saying ''American working people have confidence that you are on our side, just as we know that Bush is not on our side. You can be assured that we will be on your side from now until victory is yours in November.''

As AFL-CIO Secretary-Treasurer Thomas R. Donahue called the roll, representatives of AFL-CIO unions cast the votes of their membership for Clinton-Gore, expressing near unanimous disaffection with Bush and his Republican predecessor, Ronald Reagan, who have brought a steady decline in workers' economic well-being.

A roar went up from the crowd when Teamsters Vice President Mario Perrucci, casting the 1,378,756 votes from the federation's largest affiliate, announced that the IBT for the first time

**Continued on Page 6**





- ☑ COPE gears up campaign. See Page 6.
- ☑ The Debate: It's unanimous. See Page 7.
- ☑ VOTE: A word that matters. Pages 8-9.


# Bush should withdraw flawed NAFTA, Gephardt says

**By John R. Oravec**

Pinpointing critical flaws in the trade treaty the Bush administration negotiated with Mexico and Canada, House Majority Leader Richard A. Gephardt advised the White House to withdraw the proposal.

As the 2,000-page draft now stands after 15 months of secretive sessions, Gephardt said the North American Free Trade Agreement would provide no relief for displaced U.S. workers, nor repair the environmental damage and working conditions along the Mexican border.

Rather than trying to gain congressional approval of NAFTA, the administration should ''renegotiate it, or leave it for the next administration to be written right,'' he told a national conference on trade policy that brought together 200 representatives from labor, consumer, environmental and farm organizations.

Speaking at the opening session of the Trade for the 21st Century conference the day after Bush released the text of the agreement, Gephardt said that Congress could not responsibly approve the trade agreement President Bush is blindly pushing.

''We can do better,'' Gephardt stressed. ''If the president values the strategic relationship America has with Mexico, he should lead the effort to renegotiate NAFTA and not pursue to an unhappy conclusion the final disposition of this flawed agreement.''

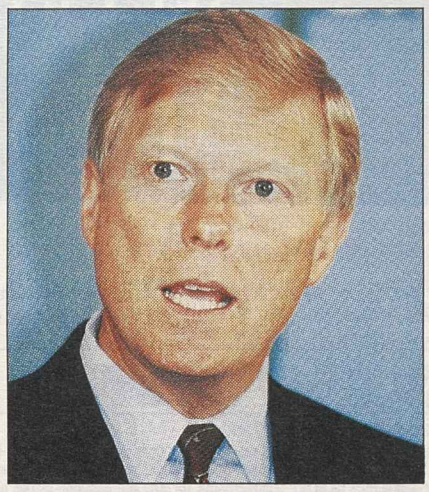
The conference was co-sponsored by the AFL-CIO, Sierra Club, National Farmers Union, Public Citizen and Friends of the Earth.

Gephardt's call for a renegotiation of the Bush trade agreement followed criticism by Sen. Lloyd Bentsen (D-Texas) and other Democrats on the Senate Finance Committee, who chastised the administration for using the phantom NAFTA draft for political advantage in the presidential race.

Gephardt spelled out these shortcomings in the NAFTA draft:

- Workers displaced by the flow of

**Continued on Page 4**



Rep. Richard A. Gephardt

# Labor Day solidarity cheers city employees

By Sharolyn A. Rosier

Labor Day brought a special measure of solidarity to Philadelphia's city employees, whose contracts expired more than two months ago, with thousands of supporters at a parade and rally led by AFL-CIO President Lane Kirkland.

"If there should be a strike, let the word go forth that the members of AFSCME Councils 33 and 47 will have the unflinching support of the entire labor movement that will spare no effort on their behalf," said Kirkland.

Frustrated by the slow pace of city talks, members of Councils 33 and 47 voted unanimously to authorize union leaders to call a strike should contract talks break down. The councils represent 25,000 city workers.

Kirkland urged Philadelphia Mayor Ed Rendell to "keep bargaining, work with the unions and settle this dispute. And try to imagine what it would be like to raise a family on the wages and benefits you are offering."

Encouraged by Kirkland's message, the crowd yelled, "Fast Eddie, We are ready" and "Hands off our health benefits."

"Virtually every social problem that afflicts our communities today is a reflection of one basic fact of modern life — the erosion and neglect of public services," Kirkland said.

The show of solidarity, said AFSCME President Gerald W. McEntee, "is evidence of our undying commitment to public service. Our political leaders must realize we cannot continue to chisel away the jobs of the very people who maintain our public services."

Rendell is seeking to cut health care coverage while increasing costs to workers, cut retirement benefits and impose a three-year wage freeze and win the right to contract out services.

"Rendell claims the city is broke, yet he's got 14 deputy mayors," said Thomas Cronin, president of AFSCME Council 47. "He's ignored all of our suggestions for cost savings. And if he succeeds, Philadelphia will become the Burger King of American cities — a minimum-wage, no-benefits employer."

Referring to the national deterioration of public services, AFSCME Council 33 President James Sutton said, "Our cause is one that's being fought all over the country. And with the force of the entire labor movement we can win in this city this time around."

The parade included a procession of tractor-trailers, high-stepping drill teams, six SEPTA buses and a handful of Mummers string bands. Falling in behind were blue- and white-collar workers of every stripe — Teachers, Transport Workers, health care workers, auto and machine workers, Actors, train engineers, Food and Commercial Workers, Carpenters and Boilermakers.

Brad Bower/AFSCME

**Thousands of Labor Day** marchers, led by AFL-CIO President Lane Kirkland, called for justice for beleaguered Philadelphia workers.

After the rally and parade, the crowd enjoyed the labor songs and country-rock of Tom Juravich and his band and munched on food from an array of food trucks.

The Philadelphia activity was just one of many Labor Day rallies and parades held across the country Sept. 7.

In New York, Lenore Miller, president of the Retail, Wholesale and Department Store Union, served as the grand marshal for that city's annual parade, which brought out thousands of marchers and spectators.

Democratic presidential candidate Bill Clinton and AFL-CIO Secretary-Treasurer Thomas R. Donahue joined with thousands of union members in the annual Cincinnati AFL-CIO picnic, and vice presidential candidate Albert Gore Jr. participated in activities in downtown Detroit, where UAW President Owen Bieber presented him with a union cap and T-shirt.

John Sweeney, president of the Service Employees, delivered a Labor Day address at Cornell University and at the Tompkins County (N.Y.) Labor Coalition picnic.

# Philadelphia teachers settle, but school's out elsewhere

The Philadelphia AFT reached an 11th-hour agreement with the city, but school was delayed in other cities around the country as teachers walked picket lines to demand economic and educational justice.

"We're pleased we were able to defend the rights and benefits of our employees and get some educational reform without having to increase class size," said Ted Kirsch, president of the Philadelphia Teachers.

The new two-year agreement was ratified by 90 percent of city teachers, the union said. The teachers will receive a 3 percent increase in the second year with no change in the health and welfare fund.

Teacher frustration over the bread-and-butter issues — wages and compensation — is augmented by concern about increased class size, a dearth of basic school supplies and decreased state aid to school districts.

The salaries of Philadelphia teachers, while still above the state average, have been eroding over the past several years in relation to their suburban counterparts. In fiscal 1991, Philadelphia's average teacher pay was 12 percent below the suburban average, according to a recent report by the Pennsylvania Economy League.

The average salary in the four-county suburban area is $42,488, while the average Philadelphia salary is $38,050, the study showed.

The union successfully thwarted giveback demands, including a management attempt to increase the class size limit and eliminate the senior career teachers classification.

Teacher contracts limit kindergarten through third grade classes to 30 students and classes above that level to 33. Philadelphia's class size is already the largest in the state.

Since 1990, more than 1,000 teachers have qualified to become senior career teachers — those with at least 10 years experience, certification in at least two areas and a master's degree plus 60 credits. The salary for these teachers is $54,000.

In Detroit, more than 10,000 teachers walked off their jobs two weeks ago frustrated over low wages and a city proposal to give local schools the option to "terminate at will" contract provisions.

"While the citizens of Detroit pay more property taxes than any other city in Michigan, this city has the audacity to ask teachers to accept givebacks," said John Elliot, president of the Detroit Teachers.

Giving schools the power to terminate contract provisions would erase years of progress teachers have made in contract negotiations, the union said. The city also has threatened to cut health and life insurance benefits.

The city took legal steps to order teachers back to work, but the judge forced the city back to the bargaining table. A fact-finder may be called in soon, said Elliot.

California Teachers, meanwhile, are sending a message to Gov. Pete Wilson that the recent budget he signed does not "save education," as he has claimed.

While contract negotiations are under way, the Teachers are seeking to head off potential giveback proposals with massive rallies and information sessions. A band of Teachers marched from Los Angeles to the state capital in Sacramento to personally deliver their message to Gov. Wilson.

The situation is much the same in Rhode Island, where more than 1,000 teachers walked off the job to demonstrate they will not bear the brunt of the ailing economy with further cutbacks.

The AFT released a survey last month showing that the average teacher's salary in 1991-92 was $34,213, representing a $1,900 drop from the 1972 wage after adjustment for experience level. The 1991-92 level was a 3.6 percent increase over the previous year's average, the smallest percentage increase in 27 years.

— Sharolyn A. Rosier

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# LEGISLATION

## AFL-CIO joins call for health debate

By Colleen M. O'Neill

The AFL-CIO joined the American Medical Association and the American Association of Retired Persons in trying to raise the profile of the health care issue in the 1992 elections.

To that end, the three groups sent letters to President Bush and Gov. Bill Clinton urging them to describe specifically their health care policies and debate them openly for American voters.

In the wake of Democrat Harris Wofford's victory last November in a Pennsylvania senatorial race, many had expected health care to keep its high profile throughout the coming year. However, the groups noted, substantive action has yet to be taken — and substantive talk has yet to be heard.

"We have learned through several years of painful experience that there is no end to this cycle," said AFL-CIO President Lane Kirkland. "The most expensive course of action is to do nothing at all, or to do very little.

"We want candidates for public office — and especially the presidential candidates — to begin talking specifics on health care," Kirkland said at a joint news conference with the heads of the other two groups.

Kirkland, Dr. James Todd of the AMA and Horace Deets of AARP said the overwhelming crisis that is the health care system, and its relationship to the economic and business issues of primary concern to Americans demand special attention be paid to the issue.

"Clearly, the health care issue pervades every issue that affects society," Kirkland said. "It desperately needs addressing as the central and vital issue of our times."

"Health care is the No. 2 concern of the American people," said the AMA's Todd. "The economy is No. 1; the two are closely linked."

"The impact of rising health care costs on jobs, competitiveness and inflation, coupled with the lack of emphasis on early childhood and preventive care, clearly shows the implications of health care on work, economic and lifestyle choices," said AARP's Deet.

"We have a list of questions we want them to answer — questions about controlling costs, maintaining quality and expanding access," Kirkland said. Those questions include:

- How would your reform proposal assure that every person is covered by meaningful health insurance protections?
- How would your reform proposal address the fundamental causes of health care inflation?
- How would your reform proposal address the full range of services that are needed, such as drug treatments, long-term care, prevention and prescription drugs?
- How would your reform proposal protect the quality of our health care?
- How would your reform proposal reduce or redirect current spending, and how would it be financed?

Two top officials of the Bush administration ducked the debate issue before the question was raised. Asked Sept. 9 about holding a forum focused totally on health care, Deputy Secretary of Health and Human Services Kevin Moley said he and HHS Secretary Louis Sullivan would advise against it.

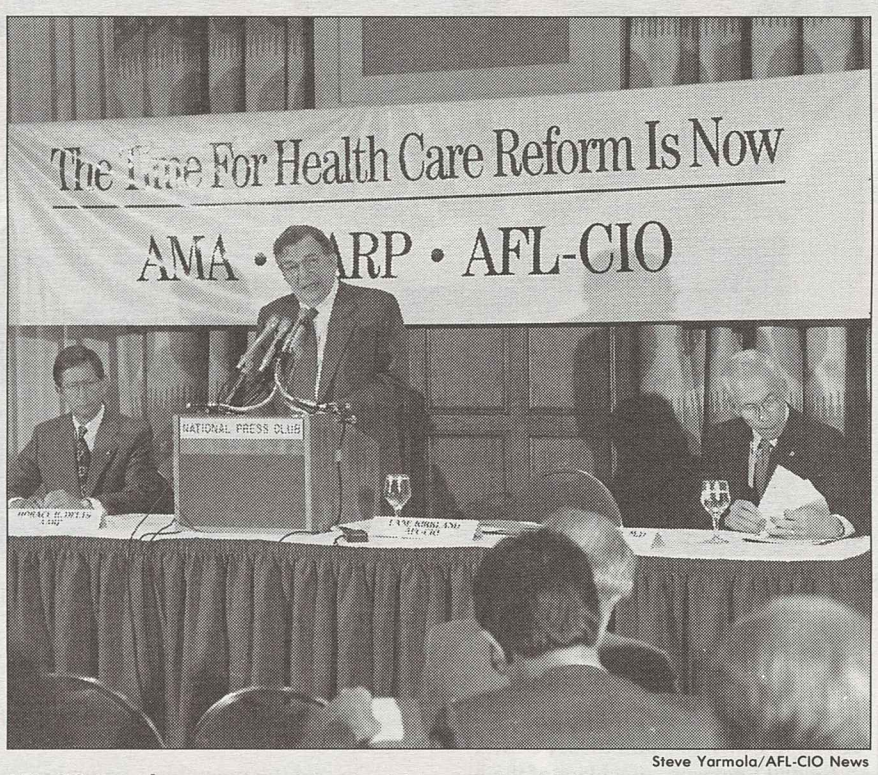
"It wouldn't be appropriate to debate health care by itself," Moley said.

Meanwhile, AFL-CIO Employee Benefits Director Karen Ignagni Sept. 9 urged senators to consider the possible consequences of legislation to give states the ability to formulate their own health plans, which the AFL-CIO opposes.

Ignagni noted the possibility that state plans could postpone a national reform plan and might suffer from underfunding while providing only a patchwork quilt of coverage, eligibility and performance across states.

"We have concluded that the concerns articulated in the 1970s are even more relevant today," she said. "They are: the need for federal action, the precarious financial condition of states and the uneven performance of a variety of existing state-administered programs.

"While we are supportive of the goals that motivated the sponsors of the State Care Act, we feel that past experience argues for a national, rather than a state-based, approach to national health care reform," Ignagni said.




Steve Yarmola/AFL-CIO News

**AFL-CIO President** Lane Kirkland adds organized labor's voice to the call for a presidential debate on health care, while AARP Executive Director Horace B. Deets (left) and AMA Executive Vice President Dr. James S. Todd look on.

## Congress dares Bush to veto Family Leave again

By Mike Hall

For the second time in two years, family and medical leave legislation passed both houses of Congress.

But despite the overwhelming congressional approval and polls showing vast public support of the measure, President Bush is expected to veto the legislation again. Bush successfully vetoed a similar bill in 1990.

The House approved the conference report on the Family and Medical Leave Act on a 241-161 vote Sept. 10. The Senate passed the bill on a voice vote Aug. 11.

In a letter to House members, AFL-CIO Legislative Director Robert M. McGlotten noted that Congress has debated the family leave issue since 1985 and that this year's bill is the product of bipartisan support.

"The AFL-CIO, as it has done in the past, urges you to vote for this tangible benefit for American families," McGlotten said. "Family leave is certainly an issue whose time has come."

The conference report made only slight changes in the bill. The act grants up to 12 weeks of unpaid leave to workers for the birth or adoption of a child, the care of a seriously ill spouse, child or parent, or for one's own illness.

It guarantees a worker's job or its equivalent upon return, and continues health benefits during the leave. The bill would apply to firms with 50 or more employees, affecting about 5 percent of all employers and about half of the nation's workers.

The bill "provides workers with limited unpaid leave for family emergencies. . .In turn it will provide employers with a productive and stable workforce. The Family and Medical Leave Act will accomplish these goals without a burdensome financial cost," McGlotten wrote.

During the debate, Rep. William Clay (D-Mo.) disputed the claims of several of the bill's opponents that they supported the idea of family and medical leave, but not the legislation.

"To stand up here and say 'I'm for this in concept, but I'm going to vote against this bill,' is the height of hypocrisy," Clay said.

Other opponents claimed it would be a burden on business or that most companies accommodate leave requests. But Rep. George Miller (D-Calif.) said, "Don't tell me about relying on the wonderful, beneficial employers," when thousands of workers have been fired when they were forced to choose between caring for a sick relative or their job.

## Capitol Digest

The Bush administration is pushing legislation that could seriously undermine the 40-hour workweek and overtime pay — national norms for 54 years.

The 40-hour week is a cornerstone of the 1938 Fair Labor Standards Act, designed to prevent employers from abusing workers by forcing them to work excessive hours without special compensation. Court decisions have extended that right to public employees. Reagan and Bush have sought to undercut these protections for working families in legislation increasing the hours of work.

The proposed legislation would require the Labor Department to develop new rules exempting hundreds of thousands of employees from the FLSA standards. It would also protect public and private employers from lawsuits by workers seeking back pay for noncompensated overtime.

The proposed legislation is not expected to make it to the floor as a freestanding bill during this session of Congress. But it could be offered as an amendment to the Labor, Health and Human Services appropriations bill when it comes to the Senate floor.

The AFL-CIO, AFSCME, Service Employees, Firefighters and other unions will testify on this issue before the House Education and Labor subcommittee on labor standards during two days of hearings later this month.

Elsewhere on Capitol Hill:

**CABLE TELEVISION** — While the cable television industry can afford to spend thousands of dollars for misleading prime time commercials about the dire consequences of legislation to protect viewers, local cable companies plead poverty and continue to raise rates for their services.

The House and Senate are expected to consider a conference report on labor-backed legislation that regulates cable television rates, protects consumers and strengthens the free over-the-air television industry and its tens of thousands of workers.

Cable TV rates were deregulated in 1984 and prices have soared, including a 56 percent increase in the past four years alone.

**LM-2, LM-3 RULES** — The Senate Appropriations Committee blocked a drive spearheaded by the National Right to Work Committee to saddle local unions with about $200 million in red tape. The committee inserted language in the Labor, Health and Human Services appropriations bill prohibiting the Labor Department from spending funds to implement its new and burdensome LM-2 and LM-3 reporting regulations.

The proposed rules change the type of accounting system now used by some 98 percent of local unions and increase by more than 2.5 million hours the amount of paperwork needed to file required LM-2 and LM-3 reports. These reports show the compensation for officers, staff members, loans, investments and much more financial information.

# Trade conference zeroes in on NAFTA defects

**Continued from Page 1**

jobs to Mexico could not depend on the administration's "new training scheme that lacks substance and funding."

- Incentives remain for U.S. corporations moving jobs to Mexico with its lax environmental enforcement.
- No provisions are made for improving the infrastructure.

"We've seen our jobs flow South and watched Mexican-made products, once produced by our workers, flow North," the Missouri Democrat said.

"Without a good agreement, this process may accelerate as more companies rely on lowering wages — by cutting workers' pay or moving their production out of the country — to compete in the world economy," he stressed.

In opening the trade conference, AFL-CIO Secretary-Treasurer Thomas R. Donahue branded the agreement concocted by Bush and Mexican President Salinas "wrong-headed and dangerous."

Citing the wide disparity in factory wages between the two countries, Donahue noted that hundreds of thousands of U.S. manufacturing jobs have been lost to Mexican maquiladora plants in the last six years.

He noted that the average hourly U.S. compensation in 1989 was $14.31 and only $2.32 in Mexico.

"With a framework like this, the United States would lose a half-million more jobs by the year 2000,"he said.

Donahue contrasted the difference with the trade arrangements set up by the European Community, where the economic gap is far narrower and development funds were created to aid the poorer nations.

"There is nothing comparable to that in the Bush agreement with Mexico," Donahue pointed out.

Ralph Nader of the Public Citizen consumers' lobby refuted charges from the administration that critics of Bush's tactics in NAFTA and the General Agreement on Tariffs and Trade (GATT) are "protectionists."

Raymond Crowell/Page One Photography

**Panelists assemble** in Washington for the national conference on Trade for the 21st Century. From left, Leland Swenson of the National Farmers Union, Carl Pope of Sierra Club, AFL-CIO Secretary-Treasurer Thomas R. Donahue, Jane Perkins of Friends of the Earth and Ralph Nader of the Public Citizen.

## Jobs, environment in peril

"What is at issue are policy decisions about our environment, our jobs and our future, and those of citizens around the world," Nader said.

In the secretively negotiated NAFTA and GATT drafts, "the broadest focus has been on locking in a global regime premised on rules of trade and commerce unduly favorable to international capital and multinational corporations," he said.

Nader expressed concerns that under the agreements a supra world trade authority would emerge as an autocratic international umbrella to undercut national and local statutes — "affecting all, right down to Main Street U.S.A."

Leland Swenson, president of the National Farmers Union, cautioned that the pending Bush trade agreements threaten the survival of America's family farm system as well as the physical and economic health of U.S. consumers and workers.

"Under NAFTA alone," Swenson said, "we will see hundreds of thousands of American jobs, including many in rural America, move south across the border."

He warned the Bush-Salinas deal would damage major sectors of the farm economy and expose consumers to pesticides and chemicals long banned in the United States.

Swenson produced a list of 58 pesticides now under U.S. bans that are used on fruits and vegetables by Mexican producers.

Jane Perkins, president of the Friends of the Earth, charged that the NAFTA accord was flawed from the beginning because citizen representatives were locked out of the negotiations.

"President Bush has clouded the issue by saying this agreement will be good for jobs and the economy," Perkins noted. "The reality is that NAFTA will bring more pollution, more community and job dislocations and unsafe food."

She challenged Bush's claim that the trade accord addresses the concerns of workers.

"Despite the preamble's commitment to enhancing workers' rights and improving working conditions, there is nothing in the agreement itself which outlines how they will do this," Perkins pointed out. "The word 'worker' is absent from the rest of the agreement."

Carl Pope, associate executive director of the Sierra Club, said Bush and his trade negotiators are sacrificing environmental safeguards in favor of raw economic exploitation.

Despite the rhetoric emanating from the U.S. Trade Representative and the Environmental Protection Agency, Pope charged that NAFTA would turn Mexico into a pollution haven for American factories.

## Dissent filed

Gephardt's concerns on the trade pact paralleled the position taken earlier by the two labor members of the federal Advisory Committee for Trade Policy and Negotiations in filing a strong dissent with the panel.

"We urge Congress to reject this agreement and to tell the negotiators to go back to the bargaining table and include safeguards for workers and the environment—not just for investors," wrote AFL-CIO Vice President Jack Sheinkman and chief economist Rudy Oswald.

As currently drafted, Sheinkman and Oswald warned that NAFTA "will result in a substantial net transfer of jobs out of the United States, and even more damaging, lead to a dramatic lowering of wage levels and living standards in this country. It will shift control of domestic economic policy away from Congress to the Executive Branch and international dispute settling tribunals who are responsible to no one."

Meanwhile at Senate hearings, Democrats accused the White House of playing election year politics in the administration's scheme to close NAFTA negotiations to coincide with the opening of the Republican convention.

"In the rush to conclude this agreement," Sen. Max Baucus (D-Mont.) said, "some important provisions have gotten a short shrift. Despite strong advice from many of us in Congress, this agreement simply does not pay adequate attention to job displacement or environmental concerns."

Sen. Donald W. Riegle (D-Mich.) said the draft accord would accelerate the loss of U.S. jobs to Mexico because of the wide disparity in wages.

U.S. Trade Representative Carla Hills, the chief NAFTA negotiator, insisted that the accord would create more U.S. jobs and boost exports.

Riegle countered: "The main export under the agreement is going to be jobs."

# Coalition alerts Californians to economic shock of trade pact

Organized labor is dramatically sounding the alarm all over California, warning that the state could be hit by an economic earthquake if the Bush administration's short-sighted trade agreement with Mexico is approved.

The California Economic Earthquake Express, a caravan sponsored by the Teamsters, the AFL-CIO and the Fair Trade Campaign, began its 3,000-mile trip across the state Sept. 4 to dramatize the consequences of the proposed North American Free Trade Agreement.

"The response has been overwhelming," said AFL-CIO Region VI Director David Sickler. "There was a big kickoff Labor Day in San Francisco with (Democratic Senate candidates) Dianne Feinstein and Barbara Boxer there speaking against the agreement. We have had people give us the thumbs-up sign all along the route."

"The caravan is spreading the message that we have discovered a new fault in California. The economic earthquake which would widen the gap between the rich and working Californians is not the San Andreas fault, it's George Bush's fault," he said.

In addition to the caravan, the Teamsters are holding meetings and rallies at plants along the route.

The express consists of motor homes, large flatbed trucks that serve as display platforms for speakers, entertainers and exhibits showing the impact of the agreement on both sides of the border. It is designed "to educate the public and our own members on what's missing from the agreement — protections for labor standards and environmental controls," Sickler said.

"We also aim to register our union memberships to vote and to obtain signatures on a petition to be submitted to Congress," he said.

NAFTA is expected to accelerate the movement of good jobs out of the United States and into Mexico where low wages perpetuate the cycle of poverty and where lax environmental controls create serious pollution and health problems.

The caravan tentatively is at the Modesto canneries on Sept. 14; Merced and Madera canneries, Sept. 15; Fresno canneries, Sept. 16; Visalia and Tulare dairies, Sept. 17; Adelanto and Barstow, Sept. 18; Yuma, Ariz., Sept. 19; Calexico and El Centro, Sept. 20; San Diego, Sept. 21-22; Ventura, Sept. 23; Los Angeles, Sept. 24-27; Santa Barbara, Sept. 28; San Luis Obispo, Sept. 29; Salinas, Sept. 30;

Watsonville, Oct. 1; Santa Cruz and San Jose, Oct. 2; Santa Rosa, Oct. 3; Ukiah, Oct. 4; Willits, Oct. 5; Fort Bragg, Oct. 6; Eureka, Oct. 7; Crescent City, Oct. 10; Susanville, Oct. 11; Redding, Oct. 12; Chico and Oroville, Oct. 13; Sacramento, Oct. 14; Stockton, Oct. 15; Oakland, Oct. 16; San Francisco, Oct. 17; San Jose, Oct. 18; San Jose and Santa Cruz, Oct. 19; Salinas, Oct. 20; Los Angeles, Oct. 21; and San Diego, Oct. 22.

# Unions mobilize relief effort for hurricane victims

## *Volunteer response quick and effective*

**By Sharolyn A. Rosier**

Workers and their unions rushed to South Florida in the wake of Hurricane Andrew, offering helping hands and other resources — from placing plastic sheathing on roofs to contributing and delivering food, water and household supplies.

"Labor unions are about people helping each other through thick and thin," said AFL-CIO President Lane Kirkland in a Labor Day message to South Florida. "They are about solidarity and the essential spirit that if we band together and help each other, there is no adversity on Earth that we cannot overcome."

The AFL-CIO's Hurricane Andrew Relief Fund, which was formed the week of the hurricane, is helping to meet the immediate needs of the victims and assisting with clean up efforts. Union members interested in making contributions should contact Chris Marston at 202/637-5191.

"We have a massive need," said Marty Urra, president of the South Florida AFL-CIO. "It requires a well-planned and dedicated response on the part of all unions so that we can just meet the basic needs of our members.

"The response from the national AFL-CIO has been terrific," Urra said. "Now we have more than half a dozen staff from across the country helping us."

More than 200 union volunteers arrived on Labor Day weekend to sheath roofs in plastic. "The turnout was overwhelming," Urra said. "We had Carpenters, Laborers, Service Employees, Teachers here to help people make their homes livable."

Representatives of the federation's Housing and Building Investment Trusts visited disaster sites to assess how union pension monies can be invested to rebuild storm-damaged areas.

The AFL-CIO/American Red Cross Disaster Response Network continues to operate out of four local union halls in the area, as it has since the first hours after the storm hit.

"We still have a lot of debris here that's being cleaned up," said Marilyn Jacobs, AFL-CIO community services liaison. "In order to go into certain areas, you do need identification. All this and working without electricity and water is very, very hard on the people."

Baby food, water and ice are badly needed items right now, said Jacobs.

Dade County officials estimate 63,000 homes were destroyed. More than 480,000 people remain without electricity and as many as 150,000 telephone lines were out of service.

"We are working very hard with the American Red Cross and the Salvation Army in whatever way we can to assist all victims in need," said AFL-CIO Community Services Director Joe Velasquez. "There is no better way to show our solidarity than to help people in their time of need."

Hector Gabino/SEIU

**Denise Glass,** a registered nurse at Jackson Memorial Hospital in Miami and a member of Service Employees Local 1991, helps provide medical care for a young Hurricane Andrew victim in the Florida City area.

Among those in need is Eugene Howanitz, a member of Electrical Workers Local 349. "I lost everything I had in the hurricane," he said. "My home and my barn. However, I am thankful for my safety and all of the union support I have received."

More than 2,000 registered nurses from Jackson Memorial Hospital in Miami, members of the Service Employees, are volunteering their time to cruise the community in vans stuffed with medical supplies and equipment, treating everything from bug bites to dysentary and fevers.

Crews of Fire Fighters from as far away as Las Vegas and Massachusetts have taken their own vacation time and rented trucks to make the trek to Florida with their gear to pitch out in any way they can.

Goods collected by Fire Fighters in Philadelphia were shipped to South Florida in a convoy of trucks, led by a Pennsylvania Conference of Teamsters truck, one of several relief efforts initiated by the IBT.

Other unions have established relief funds and are coordinating relief efforts through their local union halls. Several union officers, including Fire Fighters President Alfred K. Whitehead and AFSCME President Gerald W. McEntee, have traveled to South Florida to see how their unions can help.

The Labor Institute of Public Affairs has produced a six-minute video showing efforts by union members to assist hurricane victims, which will be distributed for use by unions in fundraising efforts. The video includes a personal appeal by Kirkland.

To help coordinate support activities, union leaders met Sept. 10 with officials from the Federal Emergency Management Agency, the United Way and the American Red Cross. Urra said additional meetings will be held to "facilitate communication between unions, government and public service agencies."

As a result of the Sept. 10 meeting, unions agreed to hire information referral staffers to assist in providing information and resources for union members, Urra said. The new hires will be chosen from the ranks of the unions and must be unemployed or a victim of the hurricane.

The new union staffers will act as "a clearinghouse of information for union members," Urra said. "Furthermore, we can better track down the needs of all union members if we have point persons assigned to this task."

Gov. Lawton Chiles, who has been working closely with union officials, has appointed Urra to the We Will Rebuild Commission, which will coordinate rebuilding efforts in South Florida. Several other trade union leaders also have been asked to serve on subcommittees of the commission.

Union Privilege also is offering special help for participating union members in South Florida with payment extensions, credit limit increases and other assistance.

"We don't want our members to have to be overly concerned about their bills," said Union Privilege President David Silberman.

Members who carry a Union MasterCard can receive a 60-day payment deferral, a credit limit increase of up to $2,000 if their account is in good standing, have late charges waived and have lost cards replaced. For information, call the Bank of New York toll-free at 800/343-7097.

Members with a Union Privilege personal loan may not need to make a payment for the next 60 days and may receive an increase in their loan amount if qualified, Silberman said. Loan holders should call the Union Privilege Loan Program toll-free at 800/343-7097.

The Union Member Mortgage program will offer special considerations to members with a mortgage or in the mortgage application process. Participating members should call Union Member Mortgage toll-free at 800/848-6466.

And members insured through the Union Privilege Life Insurance Plan can call toll-free 800/327-4349.

# UAW challenges Navistar move to slash retiree health care

The UAW is seeking to block Navistar International Corp. from reducing health care benefits for 63,000 current and future retirees, their spouses and dependents.

The Chicago-based company filed suit in July asking for legal clearance to shift $90 million in health care costs by having future retirees pay annual deductibles of about $1,400 and other costs. Current retirees would pay about $330 a year. The cuts are scheduled to go into effect Oct. 1.

The UAW contends the move violates the collective bargaining agreement. "Individuals who gave decades of dedicated and loyal service to the company have been forced by Navistar's harsh and unilateral actions to seek court protection of the retiree health benefits they toiled for and were promised," said UAW Secretary-Treasurer Bill Casstevens.

Navistar, the successor to International Harvester, is the nation's leading maker of medium and heavy trucks.

The UAW, the Machinists and an unaffiliated union filed suit to force the company to continue to provide the lifetime health insurance benefits under the collective bargaining agreement. That suit, Shy vs. Navistar, filed in U.S. District Court in Dayton, Ohio, has not yet been heard.

A second lawsuit, scheduled to be heard in Chicago Sept. 11, questions the authority of the courts to decide the issue. The unions contend the case falls under the jurisdiction of the National Labor Relations Board.

# COPE revs up political work for candidates

By Michael Byrne

With the endorsement of labor, AFL-CIO President Lane Kirkland told Democrat Bill Clinton, "comes our ironclad commitment to work for you, to work very hard in every state in this nation, until you are elected in November."

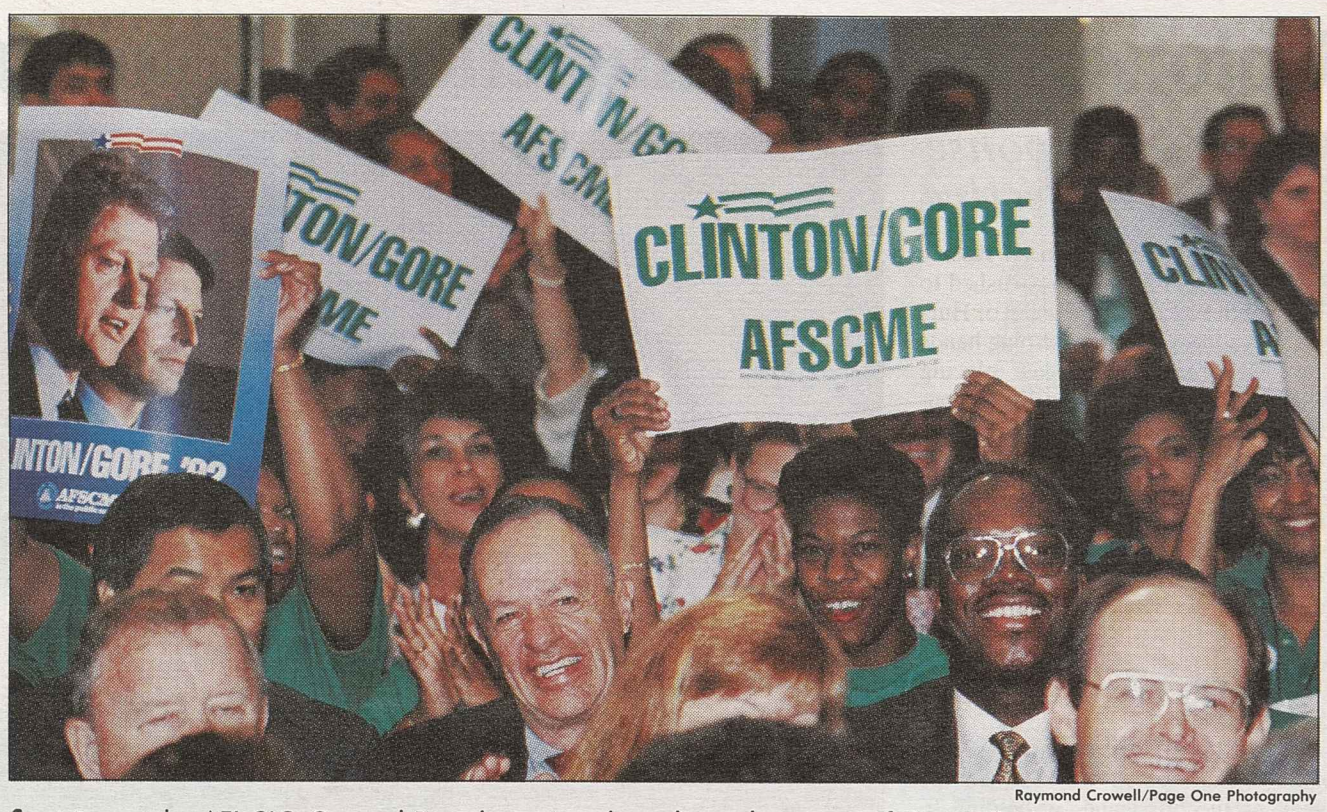
Immediately following the General Board meeting, the federation's Committee on Political Education met to flesh out that commitment with plans for state-by-state persuasion mailings, phone calling and one-on-one canvassing — all geared to get out the union vote for the Clinton-Gore ticket.

Laying out the political landscape for the COPE Operating Committee, COPE Director John Perkins told coordinators to "take heart from the fact that no incumbent president has ever been re-elected with negative ratings as high as Bush's." But he cautioned that "we can't be overconfident. The margin is certain to narrow as we get closer to Election Day."

While national polling placed Clinton ahead of Bush by 8 percent to 14 percent, Perkins and other political operatives noted that does not reflect the state-by-state nature of the electoral college. They told the group the election will be decided by the vote in four or five states, each won by as few as 1 or 2 percentage points.

Perkins said that union political efforts will be extended to every state in the nation. "More than at any time in recent history, this will be a national election," he said.

Of particular concern for labor are many incumbent friends of working people in Congress, who are under threat this election because of reapportionment and the anti-incumbent mood in the electorate. In the House, at least 87 members already are casualties because of retirements, losses in the primaries, incumbent matchups or because they are seeking other offices.




Raymond Crowell/Page One Photography

**Spectators** at the AFL-CIO General Board meeting cheer the endorsement of Gov. Bill Clinton.

"We must work very hard on these down-ballot elections," Perkins said. "Not only do we want to see a change in the White House, but we must ensure that a President Clinton has a pro-worker majority to work with in Congress."

COPE is working with local unions to help register every member for the general election, and with international unions to help get the word out about Clinton. COPE research shows that communications from international union presidents have a great impact on members, Perkins said.

Material now being distributed across the country — both in direct mail to union households, to the labor press and to international unions for distribution — includes brochures and fliers, as well as a videotape that documents the years of devastation under the Bush and Reagan administrations and the pro-worker programs of Gov. Clinton.

COPE also has begun to train and assign phone bank supervisors and operators, and union members soon will be getting their first phone calls. Within the next month, local union political activists will begin one-on-one contacts with members, distributing "five for candidate" cards to enlist the support of others.

This COPE member-contact program accelerates in October, as undecided voters are called again and additional phone banks are set up for get-out-the-vote calls. The final push begins four days before the election with door-to-door canvassing and more phone calls.

Studies and exit polling show that labor's efforts on behalf of endorsed candidates can produce a union-member support rate for candidates 15 to 20 percent higher than they receive from the electorate at large.

While Democrat Michael Dukakis was losing to Bush in 1988 by some 52 percent to 48 percent, he was gaining 69 percent of the union vote, according to exit polls. Union voters supported labor-endorsed candidates for the House and Senate at an even higher rate, 71 percent.

In 1984, while Walter Mondale was being swamped by Ronald Reagan, union households were voting for the Democrat by 17 percent to 18 percent higher than all other households, giving Mondale 61 percent of their vote.

"If all Americans had voted as union members did," Kirkland noted at the time, "the 'landslide' would have been exactly reversed."

Polls also show that union members vote at a rate in excess of 65 percent, compared with just 50 percent for the electorate at large. This participation, Kirkland told the General Board, is a credit to labor's "bottom-up" process involving the rank and file.

The process, Kirkland said, "is designed to make union members the most informed voters in the nation, to encourage their participation in the political system, to solicit their views on the candidates and to ensure that an endorsement results from a process that comes from the ground up."

This year, the voices of union members — "the voices of the people who do the work and raise the families and pay the taxes in this country — are coming through loud and clear," Kirkland said.

"They are demanding a change in the direction of this country — a change from government that worships at the corporate bottom line to one that is on their side."

# Clinton endorsed by labor, vows to fight for U.S. workers

**Continued from Page 1**

in 20 years was endorsing the Democratic ticket.

Likewise, Capt. J. Randall Babbitt, president of the Air Line Pilots, said Reagan-Bush policies that had savaged the airline industry over the past 12 years had convinced ALPA members to turn to the Democrats this year.

A former pilot at Eastern Airlines, Babbitt accused Bush of teaming with privateer Frank Lorenzo in a power play intended to crush the Eastern unions, resulting instead in the death of that venerable airline and the loss of thousands of airline jobs.

With those historic votes, Clinton and Gore received 99.8 percent of the 13,680,894 votes cast by 178 delegates from 63 of the 88 affiliated unions, the federation's trade and industrial departments and state and local AFL-CIOs.

The 99.8 percent vote resulted from the abstention at the General Board of the Flight Attendants. AFA President Dee Maki, who was among the union presidents who met with Clinton following the Democratic convention in July, said the union's executive board voted last November not to endorse, but to continue to inform its membership about the choices.

Babbitt was among 12 union leaders who spoke for the Clinton-Gore ticket during a discussion in which every speaker lashed the Bush administration for anti-worker policies, including support for the "permanent replacement" of strikers and the export of jobs, plus an unbroken record of neglect on health care, occupational safety and education.

Several speakers, including AFSCME President Gerald W. McEntee and AFT President Albert Shanker, added personal testimony to the vision and judgment of Clinton. AFSCME and the AFT, along with the Retail, Wholesale and Department Store Union, were among the earliest supporters of Clinton.

"I stake my life on him," said Paperworkers President Wayne Glenn, who has known Clinton for 18 years and who has helped in his campaigns for governor of Arkansas. "You can trust his judgment on any issue."

Arkansas AFL-CIO President Bill Becker, who noted that Clinton had been endorsed by the state federation in every general election for governor, said, "in my opinion, Mr. Clinton has the potential to be one of our greatest presidents."

Clinton accused the Republicans of masking their right-wing bent with the "family values" code word during the GOP convention, which he said spent the first two days running against his wife, Hillary.

"I was convinced that Mr. Bush was going to walk out there on Thursday night and announce that he was going to file for first lady," Clinton said. "In fact, (Pat) Buchanan would be his running mate and Pat Robertson and Jerry Falwell would be his secretaries of culture and appropriate behavior."

Clinton recited a list of broken promises by Bush, from his vow not to raise taxes to his promise to create 15 million jobs in his first term, and noted the president was again saying he would not raise taxes while "promising somehow to give us a trillion dollars worth of stuff over the next five years that he will have to make up for in budget cuts."

Clinton said the cost of the proposals in Bush's acceptance speech, together with his previously announced budget deficit targets, would require that both Social Security and Medicare be gutted.

On Bush's trade agreement with Mexico, Clinton insisted that he would have to see the text before he could have a position. "He taught me four years ago I can't read his lips. I'm going to have to read the paper."

Clinton restated his position that, as president, he would not sign the trade agreement unless it contains provisions to protect U.S. labor standards and the environment on both sides of the border. He spoke four days before Bush released the text of the agreement.

"I believe that if we had the right kind of trade agreement with Mexico, it would be good for us, because if we have no agreement, we'll still see jobs go on a fast track down there seeking relief from high health care costs, thinking the only way they can make money is to drive wages down."

Clinton has promised to sign, in the first 100 days of his administration, a comprehensive health care reform program. And he says he will eliminate tax incentives for plants to relocate overseas and to create incentives for U.S. plants to stay in this country.

Clinton said he would continue to spotlight American workers during his campaign, saying that he has been impressed with what he has seen at worksites around the country. "The rest of America needs to follow that lead," he said.

"But we have to, first of all, have a president who will lead the Congress and lead the country in a sensible economic policy that will reward that kind of hard work."

# It's unanimous: Clinton-Gore

*The 12 union leaders who took the floor at the AFL-CIO General Board meeting universally acclaimed the Democratic ticket of Bill Clinton and Al Gore, and were equally unanimous in criticizing the Bush-Quayle team. Following are some excerpts:*

"The millions of Hispanics — the fastest-growing segment of the work force but among the lowest paid — have been ignored too long by the Reagan and Bush administrations. We need Bill Clinton and Al Gore."

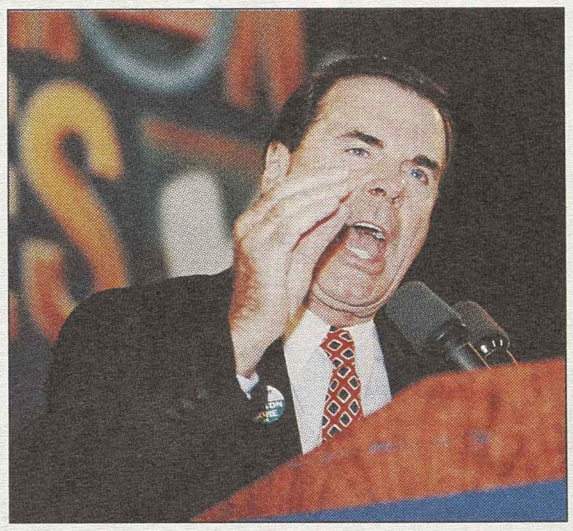
**— Jack Otero**
*Transportation Communications Union*

"Women support Bill Clinton because we have families and we have values and family values means being able to support your family . . . We want a president who recognizes our dual roles at work and at home. Women are still the primary caregivers, even when they work outside the home. That's why we want a president who will sign the Family and Medical Leave Act."

**— Joyce D. Miller**
*Coalition of Labor Union Women*

"People want to work. They want a job. When we go to the polls November 3rd, when we grab that lever, hold on to it and think about the devastation that Bush and Reagan have caused workers, their families and communities. Then vote for Clinton and Gore. It's time for a change."

**— John Reck**
*Steelworkers*



"Under Bush and Reagan, the rich got richer and the poor got poorer, and our members got the shaft. Now our time has come. In Bill Clinton, we have a candidate for president who will unite us, who is ready to help our states and cities, and who will do something to fix our broken health care system."

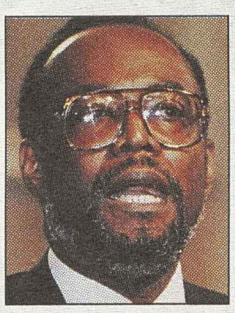
**— Gerald W. McEntee**
*AFSCME*

"Governor Clinton's Arkansas record on education is superlative. He was the main force behind a government summit on education, and he would not take the pat answers of President Bush. He insisted on actions to help teachers improve the literacy of our children."

**— Albert Shanker**
*AFT*

"Unfortunately for airline workers and the American people, the Bush administration responds the same way to every problem — hands off, and then points the finger at a scapegoat. It's time for our president to get to work and start tackling problems. I believe Bill Clinton is a candidate for president who will do just that."

**— J. Randall Babbitt**
*Air Line Pilots*



"Reagan and Bush have injected a virus in the body politic that has resulted in a cancer of our soul. But we have an antidote in Bill Clinton and Al Gore."

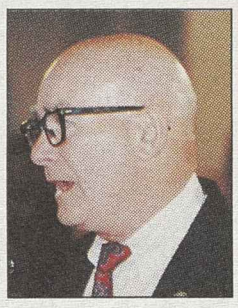
**— Joslyn Williams**
*Washington Metro AFL-CIO*

"I have known Governor Clinton for 18 years, and I stake my life on him. You can trust his judgment on any issue. He has a feeling for people and believes that government can work for the people."

**— Wayne Glenn**
*Paperworkers*

"American workers are hurting. In New Jersey, the unemployment rate is at 10.2 percent, and it is much worse among our members in the building and construction trades. President Bush doesn't care. He twice held up extended unemployment benefits for out-of-work Americans. Bill Clinton gives us hope."

**— Helen Verhage**
*Somerset County (N.J.) AFL-CIO*

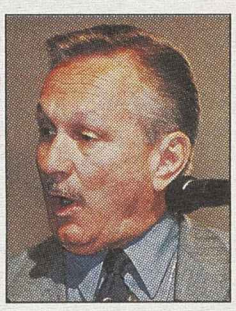


"In my opinion, Bill Clinton has the potential to be one of our greatest presidents . . . I know the sorry record of George Bush. He is no friend of labor. I also know Bill Clinton. He is a friend of labor."

**— Bill Becker**
*Arkansas AFL-CIO*

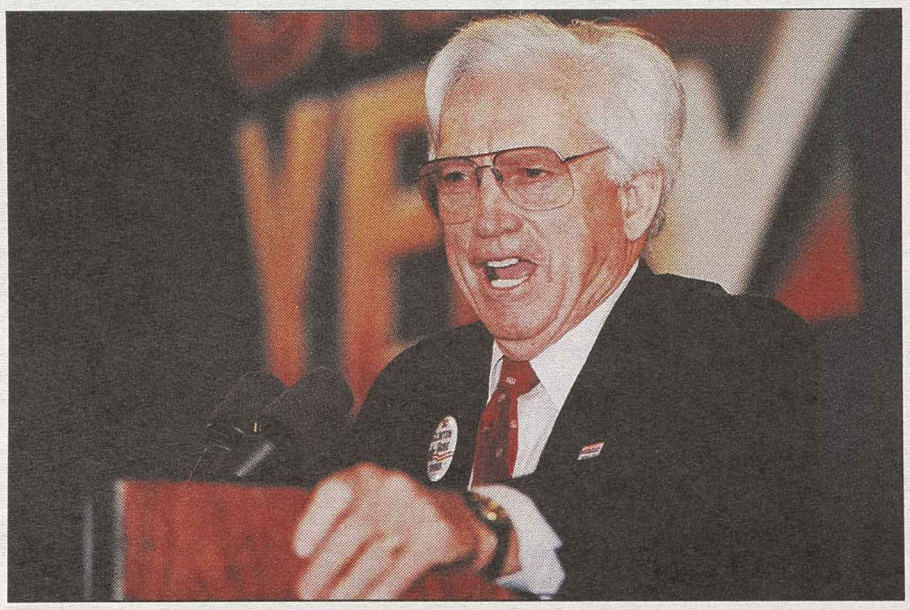
"The enterprise is in serious trouble and the CEO refuses to leave the executive suite and find out what's wrong. AFGE members look forward to a new boss, to working with a Clinton administration helping to shape the policies that will ensure that we have a government that will put people first and seriously address the economic nightmare that this country is experiencing."

**— John Sturdivant**
*Government Employees*

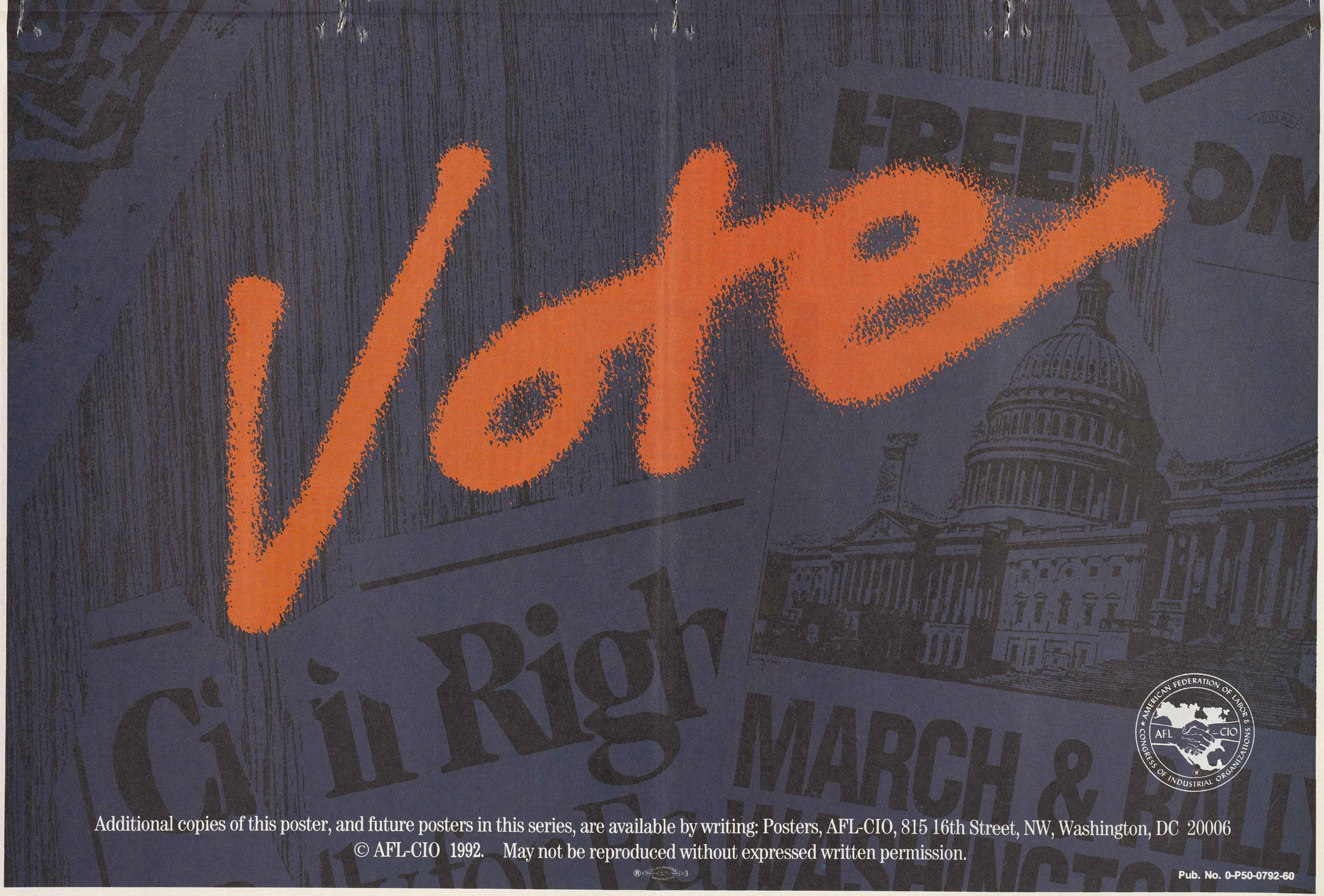


"Fire Fighters are extremely dissatisfied with the current administration. For nearly four years, the Bush-Quayle administration has blocked every attempt by the IAFF to protect our members' safety. . . . Brothers and sisters, there has never been a greater need for real leadership or a better time for change."

**— Alfred K. Whitehead**
*Fire Fighters*



# Sometimes it takes a four-letter word to be heard.

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# UNION NEWS

Tom Fitzpatrick/Visual Perceptions

**USWA President** Lynn R. Williams welcomes Democratic vice presidential candidate Sen. Albert Gore, Jr.

# Steelworkers plan new victories

**By James B. Parks**
***Pittsburgh***

Steelworkers celebrated a century of struggle — from the Homestead Massacre to the resounding victory at Ravenswood Aluminum Corp. — and mapped strategies to stop the economic destruction caused by 12 years of anti-worker government policies.

USWA President Lynn Williams told the convention that turning back the threats of "union-busting corporations and their right-wing accomplices in government and continuing our march to our dream requires the accelerated empowerment of our members — in their workplaces and enterprises, in their communities and in the political process."

The first priority for empowered trade union activists must be to deal with the "desperate economic crisis" in both the United States and Canada, Williams said.

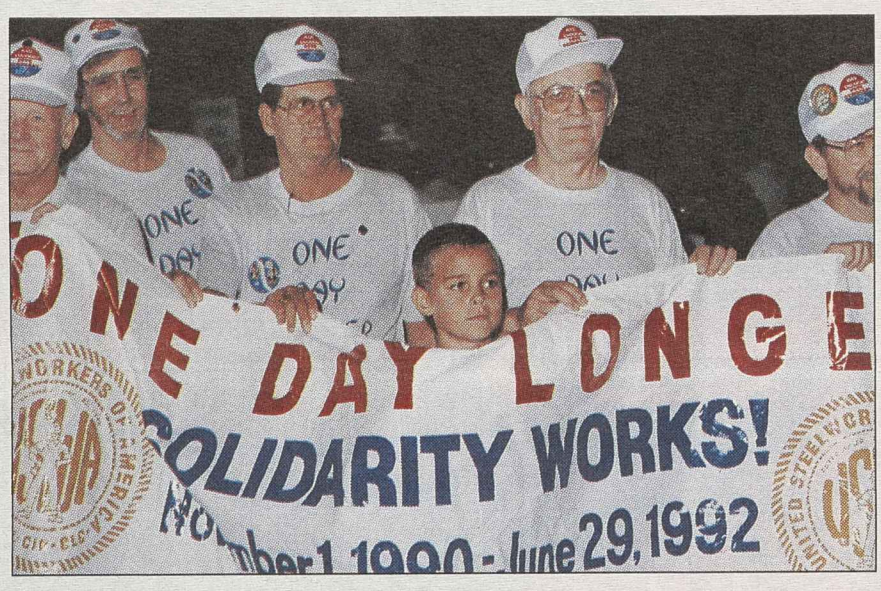
"We must demand the right and accept the responsibility to have a much larger voice in the functioning of the enterprises in which we are employed," he said. "A company's long-term success depends upon a union and its members being fully recognized and involved as equals in the decision-making process."

Secondly, "we must quickly bring about a critical change in the political and public policy directions of our two countries before the destruction accelerates any further. . . . We have the opportunity to do that in the United States on Tuesday, November 3, the day George Bush begins filling out his forms for unemployment compensation," Williams said.

That theme was echoed by AFL-CIO President Lane Kirkland, who said the Bush administration created an economic malaise that has left millions of working people "just one paycheck away from financial ruin."

"Yet with so many Americans suffering the effects of this recession, this president can do nothing more than blame it all on Congress, lobby for more tax breaks for the rich and hope for the best — hope that something might turn up."

Gov. Bill Clinton, who has been endorsed by the AFL-CIO and the USWA, "understands the problems working people face in their daily lives. . . and offers a change from the hostile and destructive policies that have come out of the White House," Kirkland added.




**Among the celebrants** during a demonstration of strikers were workers and families from the Ravenswood Aluminum Corp. plant in West Virginia.

Tennessee Sen. Albert Gore Jr., Clinton's running mate for vice president, told the convention that the first time he "really understood that the American people want change" was when he and Clinton stopped at the union hall of USWA Local 1165 in Coatsville, Pa., at the start of their July bus tour across the country's heartland.

"George Bush and Dan Quayle just don't understand what it is like to get caught short at the end of the month. They don't understand what working families are going through," Gore said.

The 2,300 delegates also stomped, cheered, whistled and marched to show their appreciation for and solidarity with other union members who have been involved in strikes and lockouts. With members of Local 5668 of Ravenswood, W.Va., leading the way, members of 133 locals paraded through the convention hall in a Strikers' Solidarity Parade.

Local 5668 President Don Stidham received the union's 1992 Freedom and Democracy Award for his efforts during the 20-month strike that involved an international coordinated campaign.

The delegates also marched in support of the striking Pittsburgh Press workers. The Pittsburgh Newspaper Unity Council, which represents the striking Press unions, has its offices in the Steelworkers' headquarters.

The convention also heard several panel discussions on ways to empower members through education, organizing, amalgamation of local unions, collective bargaining, coordinated campaigns and political action.

The convention approved a constitutional change that allows international officers to serve past age 70, which would allow Williams to serve a full four-year term if he is re-elected in November, 1993, the next regularly scheduled election.

Delegates staged an impromptu parade and rally urging Williams, 68, to run in the next election. Calling the decision whether to run "extraordinarily difficult," Williams said he would let members know within a "decent time" before the election.

The delegates also passed a resolution calling for the defeat of the North American Free Trade Agreement.

Other convention speakers included Bob MacKenzie, labor minister for the Canadian Province of Ontario; Sen. Donald W. Riegle (D-Mich.); ex-USWA Secretary-Treasurer Walter Burke; ex-USWA District Director Stewart Cooke; Democratic National Chairman Ron Brown; Sen. Harris Wofford (D-Pa.); Democratic Pennsylvania Senate candidate Lynn Yeakel; Pennsylvania State AFL-CIO President William George; Allegheny County AFL-CIO President Paul Stackhouse; Prof. Joseph Frazier Wall; Nevada State Assemblyman Wendell P. Williams; Miriam Santos, treasurer of the City of Chicago and Canadian MP Dave Barrett.

# Job security breakthrough ends GM strike

UAW members have approved an agreement with General Motors Corp.'s Lordstown, Ohio, stamping plant, ending a nine-day strike that idled nine plants and some 42,000 GM assembly workers nationwide.

The agreement between the 2,400 members of UAW Local 1714 and the Lordstown plant should send a signal to the company, said Warren Davis, director of UAW Region 2.

"I would like to believe that the Lordstown confrontation will help the industry begin to recognize. . . that auto workers and their union cannot be expected to sacrifice their jobs and working conditions to make up for management's past mistakes and continuing market problems," he said.

"I am sure that as General Motors continues to work at becoming more efficient and cost-effective, many local unions at other locations will have to repeat the lessons we taught GM here," he said.

Some 98 percent of the local voted for the agreement. "We are very pleased with the agreement because it means no one will have to leave Lordstown," said Local 1714 President Dave Kimmel.

The key to the settlement was GM's decision to back away from plans to close a 240-worker tool and die shop this year, union leaders said. Under the agreement, the facility will remain open until Jan. 1, 1994.

In addition, GM agreed that 160 vacancies at the stamping plant will be filled with GM workers laid off elsewhere. About 140 new positions will be created through increased production of the Saturn, as well as the Chevrolet Cavalier and Pontiac Sunbird built at the Lordstown assembly plant.

The strike began Aug. 27 over union objections to the subcontracting of skilled-trade jobs to non-union companies, the elimination of skilled-trade jobs, as well as health and safety issues. The strike led to a shortage of parts that idled assembly plants including the Saturn plant in Spring Hill, Tenn., and GM plants in Oklahoma City; Wentzville, Mo.; Flint, Mich.; Baltimore; Orion Township, Mich.; Lansing, Mich.; Wilmington Del.; and a plant adjacent to the parts plant in Lordstown.

The Saturn plant was forced to shut down within hours of the strike because it uses the Japanese-style "just-in-time" parts delivery system, in which only enough inventory for one or two shifts is kept on hand.

Meanwhile, members of UAW Local 1112 reached an agreement on a three-year pact with the assembly plant in Lordstown. The agreement calls for 600 previously furloughed workers to perform so-called rotating tag relief work, which will increase daily production of Cavaliers and Sunbirds by 250.

The furloughs occurred when GM transferred more production to its Mexican plants.

The contract also calls for any future reductions in auto production to impact GM's Cavalier and Sunbird plants in Mexico and not in Lordstown.

**— James B. Parks**

# Kirkland: 'Labor solidarity greatest since 1935'

*For Labor Day 1992, the third of the Bush recession, AFL-CIO President Lane Kirkland answered reporters' questions on the concerns of workers and their unions. The following are excerpts from those remarks.*

Steve Yarmola/AFL-CIO

**Labor Day 1992** brought the customary media spotlight on organized labor as AFL-CIO President Lane Kirkland kept a busy schedule, sitting for interviews with television news reporters (above), participating in a roundtable discussion with 35 reporters and taking part in a teleconference with 10 reporters around the country.

**REPORTER:** President Bush has painted a bold new world of borderless commerce. Bush says his trade deals will bring in new jobs. What's wrong with that?

**KIRKLAND:** I'll tell you what's wrong with that: You cannot have a strong and effective society and economy by writing off your entire production capacity — your manufacturing industry or your industrial sector. If you make that the basis of your economic policy, all of the other sectors of society will suffer as well. Services will suffer, the revenue base that cities derive will suffer, communities will suffer.

The Los Angeles case is one in particular. The devastation in the inner cities derives essentially from the loss of job opportunities of that particular kind. We have our own Third World in this country. And our own Third World is the one that is most directly impacted by the writing off of job opportunities of this kind.

**REPORTER:** Mr. Kirkland, are you against the concept of opening up borders to trade or just this particular agreement, the North American Free Trade Agreement?

**KIRKLAND:** I've thrown this question out repeatedly and never had an answer: Can you name one commodity, service or good that travels in commerce under conditions of free trade? I know of none. The general practice is mercantilism. The practice is to tilt, to seek trade advantage by various and sundry means, including the devaluation of your currency. The practice is to engage in trade and products that are subsidized, in one way or another.

All of these negotiations travel under the name of free trade and are simply decisions between countries as to how to tilt it. That's true of NAFTA, too. There's no element of abstract academic theory guided by Adam Smith and the early exponents of the concept of comparative advantage. I would define NAFTA as a protectionist's agreement. And I believe that you could go down through it and identify virtually every section as a protectionist measure.

NAFTA is an agreement for the benefit of certain privileged elements of our society at the expense of the general population and of workers generally. That is the basis of our objection.

**REPORTER:** What do you think of the Bush administration's retraining program announced last week?

**KIRKLAND:** I suppose if we had a presidential election every year, we might have some expressions of concern and some programs offered to address those concerns, on a more timely basis. But I do not think that this president's tardy acceptance of the idea that there is a problem that must be addressed with a federal responsibility has any credibility . . .

At this stage I think the only kind of trade adjustment assistance that would have any chance of standing up against the Office of Management and Budget and the sharp pencil boys submitting budgets to the Congress would be one that does not require annual appropriations or inclusion in the budget, but would have its own independent revenue base. That is an issue that I think will be debated in this connection as well.

**REPORTER:** Would you be proposing a dedicated tax for trade adjustment assistance?

**KIRKLAND:** That is the only approach that has any credibility whatsoever. I can promise you, on the record of the past, that if you rely upon general revenues and general appropriations and inclusion in the budget every year for the financing of a trade adjustment or retraining or unemployment benefits or whatever, that it will shortly disappear, just as Trade Adjustment Assistance has disappeared.

**REPORTER:** How do you feel after 12 years of Reagan-Bush in control of OSHA? Have they been effective at all?

**KIRKLAND:** The short answer is no. We have legislation before the Congress that would overhaul the Occupational Safety and Health Act and make it more effective. We get no support for that from this administration or this Department of Labor. It is quite clear that this administration is not prepared to commit the resources and the oversight required. They don't have the inspectors and it is clear that a plant that wants to operate in a way that jeopardizes the lives and the health of its workers has a very good chance of getting away with it and never having an inspection.

History has proven that if employers think they have a pretty damn good chance to get away with it, they will do it. That is the word that is being sent out in the talk about deregulation and "getting government off the backs of business." If they're not going to beef up the staff and resources committed to occupational safety and health — and I don't anticipate that they will — there is only one effective way to improve it. That is to empower workers to defend themselves on the job — to do something about the dangers of their life and health.

That is part of the legislation that we put forward that would require safety and health committees with worker representation. It would empower workers to refuse work that is unnecessarily dangerous. There are always going to be some dangerous jobs in our society, but where the necessary equipment and arrangements to minimize dangers are not made, we need legislation that will empower workers to refuse that kind of work without retribution. Then it will be addressed.

**REPORTER:** Where do you see your growth coming? What are the prospects of organizing in the future? What areas?

**KIRKLAND:** Organizing activity continues to be a primary objective and a central activity of the trade union movement. We have been exploring any number of ways to try to make that more successful. One of the more interesting came when we created an Organizing Institute, designed to provide a new generation of dedicated organizers to the trade union movement. We recruit from within the trade union movement and outside the trade union movement — from universities, from the community at large.

We screen them, we put them through a very rigorous period of examination and training, select carefully those who show an unusual talent for organizing and an unusual degree of commitment. We place them out on organizing campaigns at the service of our affiliates that are cooperating with the program and they ultimately get placed on organizing staffs. They have been extremely effective.

More and more of our affiliates are taking advantage of the institute and cooperating with it. I think we are doing everything that it makes sense to do to expand our capacity to organize.

**REPORTER:** You have said that labor's cohesion and solidarity is very high. Why do you think that is so?

**KIRKLAND:** In very specific terms, virtually every trade union in the country with one major exception, the National Education Association, is now again affiliated with the AFL-CIO, is in our ranks and active in all of our affairs and contributing to our solidarity.

In that most basic definition, it is fair to say that we haven't had that degree of solidarity since 1935, at least. We also have solidarity on issues and programs and activities.

We have been growing closer in a sense not only of the importance of mutual support, in this country, but around the world. I think the degree of international solidarity, in the free trade union movement, is higher and more effective than ever before. For example, we have created an instrument to give solidarity meaning and effect in all of the struggles of our affiliates: the Strategic Approaches Committee. In it, we invited all affiliates to bring particularly important problems and issues — situations where they confront the prospect of a strike or a long drawn-out encounter with the employer — to the attention of the federation in a timely way so that we can work with them to develop tactics to enhance their opportunity for getting a good collective agreement.

One of the functions of that committee of the Executive Council, is to rally the support of all other affiliates behind that particular affiliate. It has worked, and it has worked well. It has shown that solidarity does work. We have just had a successful conclusion of a lockout of the Steelworkers in Ravenswood, W.Va., by an aluminum company. That involved not only domestic solidarity and support from all affiliates who contributed to the support of the workers who had been locked out for more than a year, kept them solid, but an extraordinary degree of international support.

That is why I say effective working solidarity is at its highest and most effective level within my memory, after many years in the trade union movement.

## UNION YES ✓ Back to school

*(List may not be complete)*

| UNION | COMPANY | ITEM |
|---|---|---|
| ACTWU | **Eagle Knitting Mills, Inc.** *(Hobie, Florence Eisman, Oshkosh B'Gosh, Silvia White, Zwicker Knit)*<br>**Health-Tex, Inc.** *(Britannia, Our Gang, Our Girls, Sound Waves, Sophisticates, Tangents)*<br>**Zwicker Knitting Mills** *(Goose Bay, Zwicker)*<br>**E.M. Lawrence, Ltd.** *(Reference Point, Zachary)*<br>**Kessler, Inc.** | Knit clothing |
| | **Universal Children Wear, Inc.** *(Polar)* | Legging sets |
| | **Chandler Mfg. Co.** *(Danny Boy)*<br>**Universal Children Wear, Inc.** | Coats - boys and girls |
| | **Health-Tex, Inc.** *(Health-Tex, Kidsproof)* | Dresses |
| | **Good Lad Co.**<br>**Gordon & Ferguson Co., Inc.** *(Field & Stream, Town & Country)*<br>**B.W. Harris Mfg. Co.** *(Powderhorn down jacket)*<br>**B & R Children's Overall Co.**<br>**Mighty-Mac, Inc.** | Jackets - boys |
| | **Health-Tex, Inc.**<br>**Chandler Mfg. Co.**<br>**River Falls, Inc.**<br>**Universal Children Wear Co.** | Jackets |
| | **B. Berko Sportswear Co.**<br>**Health-Tex, Inc.** *(Health-Tex, Kidsproof, Our Gang, Our Girl, Sound Wave)* | Jeans |
| | **Chandler Mfg. Co.**<br>**Health-Tex, Inc.**<br>**Perfect Boys, Inc.** *(Cesare Collection, Perfect Boys Wear, Puccini Boys Wear)*<br>**Universal Children Wear, Inc.** | Overalls |
| | **B & R Children's Overall Co.**<br>**B. Berko Sportswear Co.**<br>**Good Lad Co.** | Pants |
| | **Good Lad Co.**<br>**Health-Tex, Inc.** | Shirts |
| | **B. Berko Sportswear Co.** | Shorts |
| | **Treasure Knits, Inc.**<br>**Perfect Boys, Inc.** *(Cesare Collection Perfect Boys Wear, Puccini Boys Wear)*<br>**Universal Children Wear, Inc.**<br>**Kessler**<br>**Chandler Mfg. Co.**<br>**Health-Tex, Inc.** | Suits |
| | **Fairmont Corp.** *(T.F.W.)*<br>**Denton Mills, Inc.** *(Lamb Knit)*<br>**Trufit Mfg.** | Sweaters |
| | **Seagoing Uniform Co.**<br>**BTK Industries, Inc.**<br>**Elders Mfg. Co.** *(Tom Sawyer)*<br>**Perfect Boys, Inc.** *(Cesare)*<br>**Publix Shirt Corp.** *(Bruxton)*<br>**Donmoor, Inc.**<br>**Garan, Inc.**<br>**Munsingwear, Inc.** | Shirts - boys |
| | **Cooper Sportswear Mfg. Co.**<br>**Reliable Sportswear, Inc.** | Leather coats - boys |
| | **Pyramid Outerwear, Inc.**<br>**Reliable Sportswear, Inc.** | Cloth outerwear - boys |
| | **Cal-Jac, Inc.** *(American Jac, Cal-craft, Cal-crest, Cal-Jac, Lakeshire, Westwind)*<br>**Cooper Sportswear Mfg. Co.**<br>**B.W. Harris Mfg. Co.** *(Zero King)*<br>**Energy Mfg. Co.** *(Thoroughbred)*<br>**Winer Sportswear, Inc.** *(Aberdeen)*<br>**Majestic Sportswear, Inc.** *(Fan Club-Rainwear)* | Coats - boys |
| Teamsters | **Hot Stuff, Inc.** | Shirts - boys |
| | **Hyde Athletic Inc.** | Athletic shoes |
| | **Jansport, Inc.** | Backpacks |
| | **Jones Apparel Group "Jones of New York"** | Girls fashions |
| | **Levi Strauss & Co.** | Blue jeans |
| | **Pacific Trail, Inc.** | Sports apparel |
| | **Red Wing Shoe Co.** | Shoes and boots |
| United Garment Workers | **Sweet-Orr, Inc.** | Boy Scout uniforms |
| | **Lee Apparel Co., Oshkosh B'Gosh** | Children's jeans |

# Austin Cable settles, boycott ends

The AFL-CIO has dropped Austin Cablevision from its national boycott list after Communications Workers Local 6132 reached a tentative agreement with the Austin, Texas, company.

CWA requested the boycott of the subsidiary of Time Warner after the company launched a union-busting campaign, including efforts to force workers to strike.

The AFL-CIO boycott, which lasted 10 months, was the second labor boycott of the cable company.

The first boycott was in support of the workers during an eight-month strike from October 1981 to June 1982.

# UAW builds white-collar ranks with SEOW merger

**Detroit**

The UAW continued to make inroads into organizing white collar workers at the Big Three automakers through a merger with the unaffiliated designers and draftsmen union at Ford Motor Co.'s engineering complex.

Members of the Society of Engineering Office Workers voted June 18 by a 394-174 margin to join the UAW. Under the agreement, SEOW will become UAW Local 600, an autonomous salaried workers' local.

"Ford has been regularly sending our work out to job shops at other locations. And because we're a small unit we couldn't stop this shift of the work," said SEOW President John Dunn. "We had to get into a bigger union."

Dunn estimated that SEOW has lost 350 jobs to outside contractors and another 30 to 40 members a year through attrition. The union currently represents 687 salaried workers, down from 1,185 in 1974.

The UAW also represents about 180 salaried Ford workers at the company's air transportation division, as well as a number of registered nurses at company health clinics, said Moe Fitzsimons, a union organizer.

The UAW represents about 4,300 salaried employees at Chrysler Corp., Fitzsimons said. The salaried Chrysler employees coordinate their bargaining with hourly workers, she said.

"There needs to be that kind of bargaining solidarity between hourly and salaried employees at Ford," Fitzsimons said.

# Ladies' Garment Workers take on Merry-Go-Round

The Ladies' Garment Workers have launched a national leafleting and public information campaign against Merry-Go-Round and its subsidiary, Boogie's Diner.

ILGWU charges the company with harassing and firing employees for union activity, violating child labor laws and violating Occupational Safety and Health Administration rules.

For the past six weeks, workers have been leafleting the six Boogie's Diners in Las Vegas, Los Angeles, Chicago, New York City, Aspen, Colo., and Washington as well as Merry-Go-Round clothing stores in various locations.

"In Washington a lot of people refused to come into the diner after getting the leaflets," said ILGWU's Upper South Department Organizing Director Connie Brown. "The manager came out and was offering free milkshakes to get people to come in."

The controversy stems from the Merry-Go-Round's refusal to accept ILGWU representation rights for 250 warehouse employees at its Joppa, Md., distribution center. Unfair labor practices include firing of some employees and harassment of others for union activities, spying on pro-union activists and arbitrarily imposing work rules to restrict union solicitation and information distribution efforts.

Brown also cited several hazardous conditions at the Maryland plant, including employees working underneath heavy trolleys, requiring 16-year-olds to work excessive hours without proper compensation.

"All we want is the opportunity to have decent wages and a secure job," said Rob Ensig, a former Merry-Go-Round worker who was fired for union activity.

# Woodworkers, Carpenters win pact

**Portland, Ore.**

Lumber mill workers approved a new four-year contract with Willamette Industries that set a pattern for settlements with other timber companies.

The contract, negotiated by the Woodworkers and the Carpenters Western Council of Lumber, Production and Industrial Workers, covers some 1,300 Oregon mill workers.

"The Willamette contract has sparked settlements with other companies including Simpson, Weyerhaeuser, Roseburg, Potlatch, and Georgia Pacific," said IWA President Bill Hubbell. With the exception of some of the smaller firms, most mill workers in western states will receive the basic wage and benefits package negotiated with Willamette.

Protracted litigation involving the U.S. Forest Service and the U.S. Bureau of Land Management over the northern spotted owl, a federally threatened species, has stifled timber supply in many mills.

However, the cooperative work that labor and management have done on the issue of timber supply has had a "positive effect" on bargaining, said Mike Draper, executive secretary of the Western Council of Carpenters.

# Farris ordered to recognize ACTWU

Farris Fashions Inc. has committed labor law violations "so pervasive, serious and substantial in character" that a National Labor Relations Board administrative law judge ordered the company to recognize and bargain with the Clothing and Textile Workers.

Farris employs about 300 workers at manufacturing plants in Brinkley and Hazen, Ark. Most of the workers are African-American women.

NLRB Judge Elbert D. Gadsden ruled that Farris Burroughs Sr., along with political and business leaders in Brinkley, used the threat of plant closing to dissuade workers before they cast their votes in the December 1990 union election.

Other violations cited by Judge Gadsden included questioning employees about union activities and laying off those who supported the union, as well as directing employees to a place where they could secure anti-union shirts to wear on election day.

The judge also found that the mayor of Brinkley and a Brinkley radio station were involved in the campaign to discourage workers to vote for the union.

ACTWU sent a letter to Burroughs asking that he comply with the ruling and negotiate. However, the union has not received an answer.

Farris Fashions makes men's flannel shirts and jogging shorts and primarily sells to Wal-Mart.

# Bilingual push helps organize 850 at airport

By Muriel H. Copper

After a two-year effort, the Hotel Employees and Restaurant Employees scored a major organizing victory among more than 850 Hispanic workers of Carson International at Chicago's O'Hare Airport.

The Aug. 7 card count showed more than half of the workers supported the union. An independent arbitrator on Aug. 25 issued a written order to management to negotiate a contract with the workers.

While the long battle for representation may be won, the war for a contract is just beginning for HERE Local 450. Carson, which controls all of the food and beverage concessions in O'Hare, recently was purchased by Marriott Corp., an avowed anti-union company, and union officials say the workers could face an uphill struggle in negotiating an agreement.

"We want Marriott to understand that the union is there and ready to negotiate," said AFL-CIO regional representative Erasmo Mendieta. "We've gone through the procedure and now its time to negotiate," he said. No talks have been scheduled.

After expressing dissatisfaction with harassment on the job, low wages and no benefits, the Carson workers in 1990 began a campaign to become a unionized workforce. The workers filed a complaint with the National Labor Relations Board in 1991, charging unfair labor practices, unsanitary work conditions for preparing and handling food, the sale of old food items and misleading the public into thinking the food items were fresh.

Their actions pressured the company into a neutrality agreement which called for a card check and permitting an arbitrator to settle all disputes while the company took a neutral position.

"We ran into every form of management opposition from Carson," said HERE organizer Paul Clifford. "There were illegal firings and hassles. But support for the union continued to grow."

"It is an important victory because of the size of the unit and the fact that lots of areas in the airport are organized," Mendieta added.

Area unions will rally Sept. 18 in support of the newly formed unit's bid for a contract. "From the rally, they will see that it's not only HERE, but organized labor and its affiliates in support," Mendieta said.

The Illinois AFL-CIO recently passed an emergency resolution calling on the company to negotiate a contract with the workers.

The organizing campaign was successful in large measure because unions used bilingual staff members to assist in the drive, Mendieta said. "I gathered bilingual people from Food and Commercial Workers, Electrical Workers and Service Employees to talk to the workers and sign them up with cards," he said.

"They were more than happy to assist. You have to realize that we are moving to a workforce that will be a majority Hispanic and not necessarily bilingual. If a union is trying to organize, we're going to go to different unions for help. It's what we call solidarity."

Steve Yarmola/AFL-CIO News

**Hundreds of protesters,** including many union members and leaders, marched in front the White House Sept. 9 demanding that President Bush change his policies and allow Haitian refugees to enter the United States.

# CIWA assists drywallers' fight for rights

Los Angeles

The California Immigrant Workers Association is giving much needed aid and support to more than 1,000 striking drywall installers who are fighting for union representation and decent wages.

CIWA became involved after 68 of the workers were arrested July 23 at a demonstration in Hollywood, Calif. The Hollywood incident follows "a pattern of cracking down on labor disputes," said Miquel Caballero, CIWA's legal director.

CIWA is an AFL-CIO associate membership program that has assisted in numerous organizing efforts among Hispanic workers.

The striking drywallers are also getting help from Carpenters affiliates, which are providing meeting space and food banks to assist the strikers.

"These workers have virtually shut down the industry for more than 13 weeks, said Carpenters President Sigurd Lucassen. "These strikers represent the cutting edge of a growing unrest in the construction industry and among Hispanics throughout southern California."

Police said the workers blocked traffic on the Hollywood Freeway, threw objects at cars and failed to halt an unlawful demonstration. However, Caballero said the demonstrators told him later that they had run down onto the freeway in an effort to get away from police. "They said they thought the force used by the police was excessive," he added.

Witnesses said scores of helmeted police officers responded to the protest and some officers kicked and struck the workers with batons, drawing blood on the faces of two protesters.

The drywall installers, who work in Orange, Los Angeles, San Bernadino, Riverside and San Diego counties, walked out about 17 weeks ago. They complain that their average pay is as low as $300 a week and that they have not received a raise in 10 years.

AFL-CIO Region VI has established the Drywallers Strike Fund and the Labor Council for Latin American Advancement has endorsed the strike.

Contributions to the Strike Fund can be made c/o the Los Angeles and Orange County Organizing Committee, AFL-CIO Region VI Office, 611 Shatto Place, Suite 400, Los Angeles, Calif. 90005.

## Inbrief

### APALA launches effort to enlist organizers

The Asian Pacific American Labor Alliance is working with the AFL-CIO Organizing Institute to develop union organizers among Asian Pacific American workers, community activists and students.

The two groups are sponsoring a three-day seminar on organizing in Los Angeles Oct. 16-18.

"Our goal is to train a new generation of Asian Pacific American organizers who can reach out to the tens of thousands of Asian immigrants and others in garment shops, hotels and restaurants, hospitals, the food industry and in other trades," said APALA President Kent Wong.

APALA Executive Director Matthew Finucane said his fledgling organization is looking forward to the ongoing work of organizing, including the placement of those Pacific Asian Americans who demonstrate the talent and commitment to succeed as organizers.

Applications are available at APALA, 1444 Eye Street, N.W. Suite 702, Washington, D.C. 20005, or by calling the Organizing Institute at 800/848-3021.

### Confined spaces rule expected by year's end

The final rule on confined spaces hazards, nearly 18 years in the making, is scheduled for October publication. However, the rule still must pass through review at the Occupational Safety and Health Administation and the Office of Management and Budget.

The standard, in development since 1975, was scheduled for release last February, but was delayed by OSHA. Under OSHA reform legislation under consideration in Congress, OSHA would have 18 months — not 18 years — to publish final versions of standards.

The rule would protect workers from asphyxiation in such places as sewage lines, storage tanks and other confined spaces.

### Safety agency issues final cadmium standard

OSHA met a court-ordered Aug. 31 deadline for issuing its final rule on cadmium covering 525,000 workers in the general, construction, agriculture and maritime industries.

The rules require a significant reduction in the allowable workplace exposure to the substance, which has been implicated in cancer and kidney disease.

Promulgation of the standard, delayed several years by opposition from the Vice President Quayle-led Council on Competitiveness as well as the OMB, was ordered last spring by a federal appeals court.

Engineering and work practice controls, along with some supplemental protection, will be required under the new rules, to limit exposure to the industrial metal to five micrograms per cubic meter of air over an 8-hour period. Six general industries have higher exposure limits of 15 or 50 micrograms per cubic meter of air.

### Proposed rulemaking set for ergonomics hazards

OSHA has published an Advance Notice of Proposed Rulemaking which may lead to a standard on ergonomic hazards in the workplace.

The Food and Commercial Workers petitioned in July 1991 for an emergency ergonomics standard, which was denied by the agency. OSHA now is taking the first step toward a rule on the hazard by seeking information, data and comments.

Materials may be sent in quadruplicate to the OSHA Docket Office, Docket No. S-777, Occupational Safety and Health Administration, 200 Constitution Ave. NW, Room N-2625, Washington, DC 20210. Comments and information must be received by Feb. 1, 1993.

# ECONOMY

## Bush recession drops millions into poverty

By John R. Oravec

The long-running Bush recession depressed median household income another 3.5 percent last year and dumped 2 million more Americans into poverty.

After adjustment for inflation, the annual median household income declined 5.1 percent over the last two years to $30,126. At that rate, household purchasing power is less than what it was in 1979, the Census Bureau noted.

Median household income dropped by $1,624 from 1989 to 1991 to further erode the living standards of middle-income Americans, the government data showed.

In an unrelated study, the Economic Policy Institute found that the long-term drop in wages has now spread to the college-educated, women and white-collar workers. Between 1987 and 1991, the real wages of college-educated workers fell 3.1 percent; white-collar wages fell 4.4 percent overall.

That situation is made worse by the recession, but is not linked to the recession alone and will not be corrected by cyclical recovery, EPI said.

Since 1989, women have lost 2.8 percent of the 5.3 percent wage gain they made during the 1980s, the study for EPI by Lawrence Mishel and Jared Bernstein found. But the earlier gain by women was itself illusory — due more to the overall drop in men's wages since 1979 than any real gain for women.

The study, "The State of Working America," is published every two years.

The Census Bureau report said poverty hit a 27-year high. More than 35.7 million people, or 14.2 percent of the U.S. population, was below the government's official poverty line in 1991. That's the most since 1964.

During the last two years of recession, the number of poor swelled by 4.2 million, rising from 12.8 percent of the population in 1989 and 13.5 percent in 1990. The government data do not include homeless people.

With those numbers in hand, Democratic presidential candidate Bill Clinton observed that the Bush administration has the worst economic record since the Hoover presidency.

"Over the 11.5 years, while the Reagan-Bush-Quayle team has been in charge of America's economic policy, we have gone from the first in the world in wages to 13th," Clinton told the AFL-CIO General Board. "And the latest Census figures plainly show that over two-thirds of the American people are working harder for less money than they were making 10 years ago."

For a family of four, the national poverty line last year was $13,924. For someone living alone, the poverty line was $6,932.

In 1991, about 9 percent of those in poverty held full-time, year-around jobs. About 40 percent worked at some time during the year.

Children are the main victims of poverty. There were 5.5 million children under age 6 — one youngster in every four — living in poverty in 1991.

For the elderly, the poverty rate last year was 12.4 percent.

Based on data collected in a survey of 60,000 households, the Census Bureau found that 35.4 million persons had no health insurance coverage in 1991. The bureau said that group health insurance coverage for the entire U.S. population declined from 60.4 percent in 1990 to 59.7 percent last year.

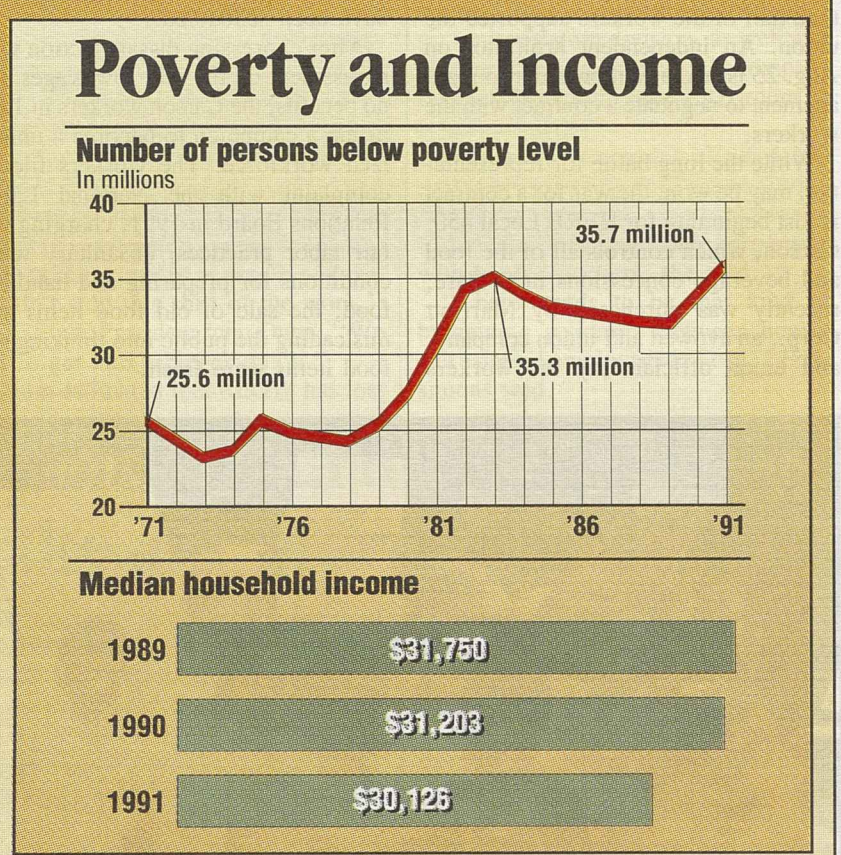
Another sign of the depth of the recession is a study by the House Select Committee on Hunger showing that 30 million Americans suffer from hunger, an increase of 50 percent since 1985.

The new hungry often are people who are recently unemployed or who have gone from a well-paying job to a minimum pay job, said one of the study's authors, Stephen Berman.

In other economic reports:

- The outlook for the manufacturing sector dimmed as factory orders declined 1.1 percent to $242 billion in July, the Commerce Department said. Orders for durable goods slipped 3.2 percent while orders for nondurables edged up 0.9 percent.
- The government's index of leading economic indicators edged up 0.1 percent in July after falling 0.3 percent in June. Five of the 11 key components rose while five others dropped in July.
- Construction spending fell 0.6 percent in July, the second decline in succession and the sharpest drop since December, to an annual rate of $422 billion. Residential and nonresidential construction declined while government construction edged up slightly.
- Per capita personal income edged up 2.4 percent to $19,092 in 1991, but the gain was more than wiped out by a 4.4 percent inflation rate recorded by the Commerce Department's index for personal spending.

### Significant statistics




The number of Americans trapped in poverty surged by 4.2 million during the past two years, rising to a 27-year high of 35.7 million, according to data from the Census Bureau. The Bush recession also drained $1,624 from median household income, which dropped 5.1 percent between 1989 and 1991, to $30,126.

**Factory orders**

| | |
|---|---|
| July | -1.1 percent |
| Durable goods | -3.2 percent |
| Transportation equipment | -15 percent |

**Unemployment**

| | |
|---|---|
| August overall | 7.6 percent |
| Construction | 17 percent |
| Mining | 11.7 percent |
| Manufacturing | 7.9 percent |
| Job losses | 167,000 |

**Leading indicators**

| | |
|---|---|
| July | +0.1 percent |

**Construction spending**

| | |
|---|---|
| July | -0.6 percent |

AFL-CIO NEWSGRAFIC

Source: U.S. Census Bureau and Bureau of Labor Statistics

## Employment gloom continues as 167,000 more jobs lost

Workers were jolted by a loss of 167,000 jobs in private industry during August as the nation's unemployment situation remained stuck at recessionary levels.

Overall, the jobless rate dipped one-tenth of a percentage point to 7.6 percent, largely because of temporary summer jobs for teenagers put in place after the Los Angeles riots of early May.

But with jobs continuing to evaporate at an alarming frequency, AFL-CIO President Lane Kirkland said, "the slight drop in the official unemployment rate belies what is really happening to American workers in this pitiful economy."

The data from the Bureau of Labor Statistics showed that grave jobless rates persisted in these key industrial sectors: construction, 17 percent; mining, 11.7 percent; wholesale and retail trade, 9.2 percent; and manufacturing, 7.9 percent.

Even so, the Bush administration had a rosy reaction to the slight dip in the overall rate.

"The August drop in the unemployment rate, for the second month in a row, is an encouraging sign that the economy is improving," said a statement from the office of the White House press secretary.

Noting President Bush promised to create 15 million new jobs in his first term, Kirkland said, "right now, he's 14 million short."

What job gains have been made since Bush took office came in the public sector, analysts pointed out, while private industry payrolls declined.

The heaviest job losses last month came in manufacturing, down 97,000, and retail trade, down 71,000. BLS noted that those private payroll cutbacks were offset as the summer jobs program added 63,000 teenagers in July and 88,000 in August.

The sharp decline in factory jobs was the second in three months as manufacturing payrolls dropped to 18.1 million, the lowest level since April 1983. The biggest losses came in industrial machinery, electronic equipment, aircraft and transportation equipment and instruments.

Officially, BLS said 9.7 million workers were unemployed in August. But with another 6.3 million persons working part-time involuntarily and 1.1 million "discouraged" workers having abandoned their search for jobs, 17.1 million workers were either unemployed or under-employed. That amounts to 13 percent of the nation's work force, AFL-CIO chief economist Rudy Oswald noted.

Less than half of the jobless workers — 4.5 million — qualified for unemployment benefits.

In eight of the 11 biggest states, jobless rates in August were higher than a year earlier and the 7.6 percent national average unemployment was exceeded in seven large states: California, 9.8 percent, New Jersey, 9.4, Michigan, 9.0, Florida, 8.8, New York, 8.5, Massachusetts, 8.3 and Pennsylvania, 8.2.

In testimony before the Joint Economic Committee of Congress, acting BLS Commissioner William Barron said job losses in August totally wiped out a slight upturn in July.

Job losses in the construction industry have totaled 55,000 since May after showing improvements earlier, Barron said, while mining employment dropped for the 18th consecutive month.

Among worker groups, BLS said the August jobless rate rose slightly for adult men to 7.3 percent; held steady for adult women at 6.5 percent; declined for teenagers to 19.8 percent.

— John R. Oravec

## Newsmakers

**W.D. "Dan" Pickett** has been elected president of the Railroad Signalmen by the union's executive council. He replaces **V.M. "Butch" Speakman Jr.,** who resigned to accept an appointment to the U.S. Railroad Retirement Board. Pickett vacates his position as vice president of the BRS's Southeast Region.

Teamsters President **Ron Carey** has announced a divisional restructuring and other administrative appointments. **Thomas W. Leedham** is the director of the National Warehouse Division; **Larry MacDonald** is the director of the National Building Material and Construction Trade Division; **Robert Corbett** is director of the new Household Goods, Moving and Storage Trade Division; and **Ron Owens** is director of the new National Automobile Transporters Industry Division and co-chairman of the Teamsters National Automobile Transporters Industry Negotiating Committee. In addition, **Judith A. Scott** has been appointed as executive assistant and counsel to the general president, replacing **David Mitchell,** who had been serving on an interim basis, and **John Brown** has been appointed assistant to the general president.

**Gregory A. Humphrey** has been appointed as executive assistant to the president and secretary-treasurer for the Teachers. Humphrey will be responsible for policy development and will coordinate departments and division staff, as well as continue to oversee AFT's governmental relations and legislative efforts.

**Walter J. Shea,** president of the AFL-CIO Transportation Trades Department, has been appointed to the National Council on Surface Transportation Research, created by Congress last year to study transportation research and technology.

Malawian labor leader **Chakufwa Chihana** was released from prison Sept. 8 on bail after months in detention without trial on sedition charges. Chihana's trial begins Sept. 21. Except for three days in July, Chihana had been jailed since April 6.

Chinese student democracy leader **Shen Tong,** who had escaped to the United States after Tiananmen Square, was arrested at his mother's apartment in China Sept. 1, a month after he returned to the country. Shen, the founder of the Democracy for China Fund, was the first student dissident to return. He had been preparing to announce the establishment of a Chinese branch of the Democracy Fund when he was taken into custody.

**Stuart Kaufman,** director of the AFL-CIO George Meany Memorial Archives, spoke Sept. 4 at the unveiling of an exhibit at the Department of Labor honoring 29 labor organizations in existence for 100 years or more. Organizations included in the Century of Service Honor Roll of American Labor Organizations are: the AFL-CIO; Bakery, Confectionery and Tobacco Workers; Boilermakers; Bricklayers; Carpenters; Coopers; National Education Association; Electrical Workers; American Flint Glass Workers; United Garment Workers; Glass, Molders, Pottery, Plastics and Allied Workers; Hotel Employees and Restaurant Employees; Letter Carriers; Locomotive Engineers; Longshoremen; Printers and Engravers; Machinists; Maintenance of Way Employees; Marine Engineers; Masters, Mates and Pilots; Metal Polishers; Mine Workers; Painters; Paperworkers; Plasterers and Cement Masons, Plumbers and Pipe Fitters; Sheet Metal Workers; Stove, Furnace and Allied Appliance Workers; and the Amalgamated Transit Union.

Government Employees President **John Sturdivant** praised Social Security Administration Commissioner **Gwendolyn King** for her leadership and ability after she announced her resignation. "At a time when there is so much unfinished business and unfulfilled initiatives, her expertise and cooperation will be missed."

### AWARDS

An AT&T-Electrical Workers program has been honored with the Federal Mediation and Conciliation Service Director's Award for Excellence in Labor-Management Cooperation. FMCS Director **Bernard DeLury** noted that the Enhanced Training Opportunities Program brought about by 1986 negotiations is an expression "of the best in contemporary labor-management relationships." The program is designed to make training available to approximately 20,000 AT&T manfacturing employees represented by IBEW Council No. 3 at plants throughout the United States.

**Dennis Chamot,** executive assistant to the president of the AFL-CIO Department for Professional Employees, has been awarded the Henry Hill Award by the American Chemical Society. The award, presented at the society's national meeting in Washington, honors Chamot, a chemist by training, for his "distinguished service and achievement toward the advancement of professional relations."

### DEATH

**Raymond W. Corbett,** former president of the New York AFL-CIO, died at New Rochelle Hospital in New York after a heart attack. He was 77.

Corbett joined Iron Workers Local 40 in 1938 and had been an elected official in that union since 1945. In addition to his service as head of the state AFL-CIO from 1962 to 1984, he was a vice president and business agent/manager for Local 40, a vice president of the New York City Central Labor Council, secretary of the state AFL-CIO and also served as legislative chairman of the state federation.

He is survived by four daughters, Eleanor Corbett of Greenwood Lake, N.Y., Sheila Sabbagh of Staten Island, N.Y., Carol Corbett-Finamore and Helene Schwartz, both of Brooklyn, N.Y.; two sons, Raymond "Tim" of Manhattan and John of Brooklyn; two brothers, James of Marlboro, N.J., and Robert of Brooklyn; his fiancee, Theresa Hammer of Brooklyn; 26 grandchildren; and 35 great grandchildren.

## Resources

### VIDEO

**Decision '92: Clinton YES** can be purchased from the Labor Institute for Public Affairs. The following costs include postage and handling: 1-10 copies, $5.00 per video; 11 or more copies $4.00 per video. Orders should include a 6 percent sales tax. Mail orders to the Labor Institute for Public Affairs, 815 16th St. NW, Room 206, Washington, D.C. 20006.

### PUBLICATIONS

**A Comparison of International Health Care Systems,** a new study released by the AFL-CIO Employee Benefits Department, demonstrates how America's global competitors manage their health care systems much better than the United States. Copies are available through the AFL-CIO Employee Benefits Department, 815 16th St. NW, Washington, D.C. 20006.

**Through Jaundiced Eyes** is a new book about the media's bias against labor unions. The author, William J. Puette of the University of Hawaii at Manoa, analyzes the portrayal of organized labor in movies, on television and in newspapers. The book can be purchased for $16.95 (paper) or $38.00 (cloth) from the Cornell Institute on Labor Relations Press, Cornell University, Ithaca, N.Y. 14853-3901.

**On the Condition of Workers in 1991: A Continuation of the Dialogue Between the Religious Community and Organized Labor** is a publication from a recent conference sponsored by the AFL-CIO and religious groups. Copies are available through the AFL-CIO Reproduction and Mailing Department, 815 16th St. NW, Washington, DC 20006.

The following publications are available from the Department for Professional Employees, AFL-CIO, 815 16th St. NW, Room 707, Washington, DC 20006.

**Breaking the Barriers: White Collar Women on the Move** is a new publication from the Department of Professional Employees, AFL-CIO. The papers in this collection discuss present and future status of women in professional and white collar occupations, the existence of the glass ceiling and practical methods for shattering it. Copies may be purchased for $4.50.

**Salaried and Professional Women: Relevant Statistics** contains a wealth of information from a variety of expert sources. Copies are $4.00.

**White Collar Workers: Current Statistics** is a statistical compendium which draws on data from diverse sources to carefully document the changing composition of the labor force, employment gains, losses and projections, union membership and its financial benefits, trends in wages and salaries, and college and university education. Copies are $4.00.

### CONFERENCE

The AFL-CIO Human Resources Development Institute and Metal Trades and Public Employee departments are cosponsoring **Workers and Workplaces in the '90s,** set for the Palm Springs Riviera Resort and Racquet Club in Palm Springs, Calif., Nov. 22-24. For more information and registration contact Carol Claggett at 202/638-3912.

## George Meany Center for Labor Studies

The George Meany Center for Labor Studies will offer 16 workshops during September and October. The schedule:

**NEWSWRITING AND EDITING FOR UNION PUBLICATIONS** (Sept. 13-18) — For union editors who want coaching on how to make their publications more readable. Classes are held on layout and design, laws for union editors, photos, headlines and newswriting.

**ORGANIZING IN THE CONSTRUCTION INDUSTRY** (Sept. 13-18) — A workshop that trains building trades organizers in oral and written communications, regional survey and targeting techniques, on-site recruitment and labor law.

**LAW OF UNION AND CONTRACT ADMINISTRATION** (Sept. 13-18) — This course teaches the basics of law as well as current developments in such areas as duty of fair representation, arbitration law and equal employment opportunity.

**ORGANIZING I** (Sept. 20-25) — A review of key elements of an organizing campaign, including targeting, house calls, picking winning issues and developing plant committees.

**DISCIPLINE AND DISCHARGE IN ARBITRATION** (Sept. 27-Oct. 2) — An advanced institute exploring the concept of just cause, standards for arbitrators, investigation procedures and standards of proof.

**ADVANCED ARBITRATION** (Oct. 4-9) — An advanced program that focuses on examination and cross-examination of witnesses, preparation of briefs and research.

**TEACHING TECHNIQUES FOR LABOR EDUCATION** (Oct. 11-16) — A class to demonstrate techniques commonly used in labor education for those who teach in union conferences, summer school or night classes.

**EFFECTIVE SPEAKING** (Oct. 18-23) — A workshop to coach speakers on topic selection, research, outlining and delivery in front of video cameras. Exercises will emphasize listening skills.

**ADVANCED SKILLS IN ORGANIZING** (Oct. 18-23) — An institute cosponsored by the AFL-CIO Organizing Institute for experienced union staff. Topics include internal private sector organizing, issue-oriented campaigns and recruiting and training union members.

**NEGOTIATING CONTRACTS WITH STATE AND LOCAL AGENCIES** (Oct. 25-30) — An institute for preparing initial proposals, developing committee work, record keeping procedures, opening statements, appropriated contract language and ratification.

**AIDS IN THE WORKPLACE** (Oct. 27-30) — A workshop to equip labor leaders and educators with strategies for training union members about HIV/AIDS and how to respond effectively to the broad range of HIV/AIDS issues that surface in the workplace.

AFL-CIO affiliates and departments using the campus in September include AIFLD Mexicans, Sept. 9-19; Utility Workers, Sept. 8-11; CWA, Sept. 13-Oct. 2; AALC, Sept. 13-Oct. 2; AIFLD -164, Sept. 13-Oct. 9; Plumbers, Sept. 16-21; AFL-CIO Organizing Institute, Sept. 18-20; AFSCME, Sept. 20-25; BCT, Sept. 20-25; APWU, Sept. 22; TCU, Sept. 27-Oct. 2; UBC, Sept. 27-Oct. 2; and AIFLD Bolivians, Sept. 27-Oct. 24.

For more information about labor studies programs write or telephone the Registration Office, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Phone 301/431-6400. Fax 301/434-0371.

# Ante raised in Las Vegas casino strike

By Muriel H. Cooper

About 300 striking employees from the Las Vegas Frontier Hotel, supported by 2,000 onlookers, closed down the busy Las Vegas strip for a couple of hours on Labor Day in a successful effort to call attention to their yearlong strike.

Nearly 200 of the workers and their allies were arrested for civil disobedience during the 90-minute rally, when the workers sat in traffic lanes and chanted their criticism of the Frontier management. They were all released shortly after being taken to the police station.

The spectators lined both sides of the strip and motorists honked their horns in support. "The day was very successful," said AFL-CIO Region VI Director David Sickler.

Labor Day, with its traditional end of the summer activities and the annual Jerry Lewis Telethon, marks the second busiest day of the year in Las Vegas, after Memorial Day.

Many of the arrested supporters, including Sickler, came from California to participate. The workers described the event as a great example of solidarity.

"At one time the unions weren't pulling together," said Culinary Local 226 member Donell Henderson. "Now we are all pulling together."

Henderson, a 13-year employee at the Frontier Hotel, has not worked since the union members were forced on strike Sept. 21, 1991, over the issues of health care and pension benefits. Besides Culinary Local 226 and Bartenders Local 165, both affiliates of the Hotel Employees and Restaurant Employees, other unions affected are Teamsters Local 995, Operating Engineers Local 501 and Carpenters Local 1780.

The Frontier, along with the Barbary Coast, stands alone among the hotels on the three-mile unionized strip in its refusal to negotiate with the union. "The Frontier doesn't want the union, period," said Henderson. "If they don't want to negotiate, they should just sell and let someone else run it."

Henderson, who walks the picket line five to six days a week, said the 550 workers will stick together until they get a good contract. "We've only lost a couple of members in a year's time," he said. "We've gotten great overall support.

"During the civil disobedience, we had people coming out of their hotels to watch," he added. "It makes me stronger."

The management of Circus Circus Enterprises, one of the largest gaming industries on the strip, has been supplying a food truck to deliver three meals a day to the picketers. The "rolling kitchen," staffed by two chefs, serves everything from a choice of eggs for breakfast to hot entrees for dinner.

"The food is great, the people are great," said Henderson. "It's like going to a restaurant. You can order a hot meal and they fix it like you want it."

For his extraordinary gesture of support toward the striking workers, the Nevada AFL-CIO has named Circus Circus Chairman William G. Bennett Employer of the Year.

"He is a gentleman's gentleman," said Local 226 Secretary-Treasurer Jim Arnold. "He has been very supportive of us."

Nevada Gov. Bob Miller (D) also has expressed interest in settling the dispute and recently sat in on negotiations.

"We hope that he puts some pressure on them," Arnold said. "They (management) were supposed to get back to us five weeks ago and we haven't heard from them."

David Crowell

**Hundreds of strikers** block traffic on the Las Vegas strip to protest the Frontier Hotel's failure to bargain.

# INSIDE

VOLUME 37, NUMBER 19
SEPTEMBER 14, 1992

AFL-CIO NEWS

**1** ***General Board vote: Clinton by landslide***

The AFL-CIO General Board's endorsement of Bill Clinton and Albert Gore puts organized labor firmly in their corner and highlights their commitment to working men and women.

**2** ***Labor Day rally show of solidarity***

Thousands of supporters, including AFL-CIO President Lane Kirkland, pledged unflinching support to Philadelphia's city employees in their bid for new contracts.

**10** ***UAW wins point, GM back in operation***

UAW members have approved an agreement with GM's Lordstown, Ohio, stamping plant, ending a strike that idled nine plants and some 42,000 workers nationwide.

**11** ***'Withdraw NAFTA,' Gephardt tells Bush***

Saying it cannot be approved in its present form, House Majority Leader Richard A. Gephardt advised the White House to withdraw the North American Free Trade Agreement.

**13** ***Coalition urges debate on health care issue***

Citing the critical state of health care, the AFL-CIO joined with major medical and senior citizens groups in calling for a debate on the issue by the presidential candidates.

**14** ***Poverty rises, wages plummet in recession***

The long-running Bush recession caused median household incomes to drop another 3.5 percent last year and forced 2 million more Americans into poverty.

UNION YES

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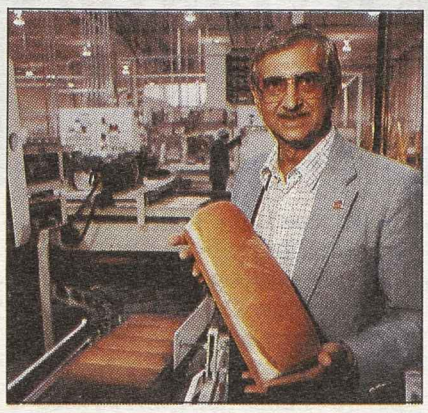


**City Pride** Bakery rises with hard work, ingenuity. See Page 9.

AFL-CIO NEWS

VOLUME 37, NUMBER 20 SEPTEMBER 28, 1992

# NAFTA: Boon for investors, bust for workers

**By John R. Oravec**

Congress should reject the Bush administration's proposed trade pact with Mexico because it would further erode America's industrial base by shipping more U.S. jobs and capital investment across the border, the AFL-CIO told the Senate Finance Committee.

As currently drafted, the North American Free Trade Agreement is a potential boon for well-heeled U.S. investors and multinational corporations, but a disaster for American workers and their communities, AFL-CIO Secretary-Treasurer Thomas R. Donahue said.

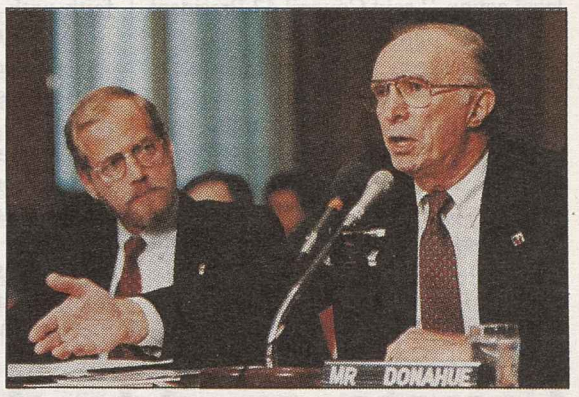
Refuting the rosy scenario painted by President Bush and his trade negotiators, Donahue said NAFTA "would lead to the destruction and export to Mexico of hundreds of thousands of jobs" while undercutting the wages of American workers.

From start to finish, NAFTA "is nothing more than the latest version of Reagan-Bush trickle-down economics and enlargement of the interests of U.S. and Canadian multinational corporations to the detriment of U.S. workers," said Donahue, who chairs the labor advisory committee on trade established by Congress in 1988.

"Congress should reject the agreement and send a new set of U.S. negotiators back to the table," he stressed. "We can and we must do better."

The labor advisory committee submitted a detailed analysis of NAFTA's inadequacies, complaining also that the agreement, announced Aug. 12 in time for

**Continued on Page 6**




**Thomas R. Donahue** testifies at Senate hearings with foreign trade specialist Mark Anderson.

Dennis Beal/AFL-CIO

**AFL-CIO President** Lane Kirkland surveys hurricane-damaged South Florida during a helicopter tour.

# Labor pledges $60 million to help rebuild Miami area

**By Sharolyn A. Rosier**
***Miami***

The AFL-CIO is investing $60 million to help rebuild South Florida and create jobs — "the largest commitment from the private sector," according to the head of the rebuilding effort.

AFL-CIO President Lane Kirkland, accompanied by Stephen J. Coyle, head of the federation's Pension Investment Program, made the announcement at the Fire Fighters Local 1403 distribution center.

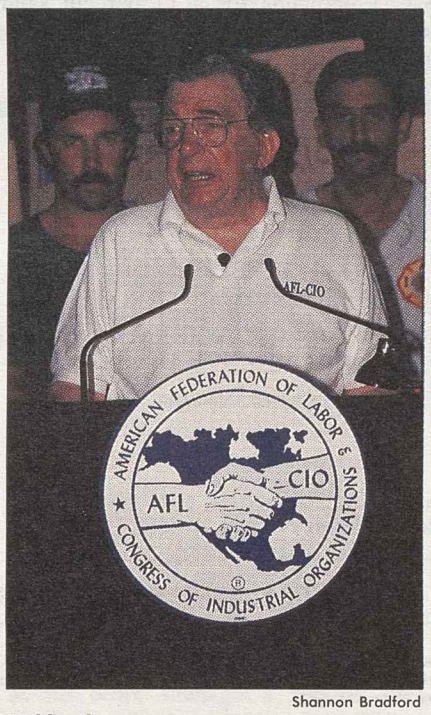
The $60 million, largely union pension funds, "will be invested as quickly as possible in residential real estate projects in and around storm-ravaged areas," Kirkland said.

Ray Good, president of Miami's We Will Rebuild Commission, thanked Kirkland for the investment, which he described as the largest private commitment yet. "These funds are a way to get us back on our feet," he added.

Kirkland toured the South Dade County area, where hundreds of union volunteers are working to assist victims of killer Hurricane Andrew. Meanwhile, nearly halfway around the world, union members are working to help victims of Hurricane Iniki, which left thousands homeless on the island of Kauai, Hawaii.

The AFL-CIO Department of Community Services, working with the American Red Cross, was helping to coordinate activity in both disaster

**Continued on Page 5**




Shannon Bradford

**Kirkland** announces investment.

# Union work for Clinton paying off

## *COPE emphasizes down-ballot races*

**By Michael Byrne**

Enthusiastic union members were lining up behind presidential candidate Gov. Bill Clinton and other Democrats who promise to end a disastrous 12 years of do-nothing Republican Presidents Bush and Reagan.

With the general election less than six weeks away, volunteers in the AFL-CIO's Committee on Political Education program were contacting their fellow unionists through phone banks and direct mail, explaining how Clinton and other endorsed candidates could help turn the tide against more than a decade of anti-worker policies.

Clinton and his running-mate, Tennessee Sen. Albert Gore Jr., continued to lead in national surveys, but union activists were mindful that the election will be decided on a state-by-state electoral vote count, rather than on the national popular vote.

According to the Gallup Organization, 62 percent of voters in union households were backing the Clinton-Gore ticket, and COPE Director John Perkins said he expected those numbers to increase as Election Day neared since COPE's membership contact program is still building toward its October peak.

The key at this point of the campaign, Perkins said, is for local union leaders in every state to write to their members on behalf of endorsed candidates, since COPE polling indicates that this form of communication is the most effective.

"We know that our members are vehemently anti-Bush," Perkins said. "But we hope that the support for Clin-

**Continued on Page 12**

# Philadelphia city workers fight imposed contract

By Sharolyn A. Rosier

AFSCME District Councils 33 and 47 in Philadelphia went to court seeking a temporary restraining order against Mayor Ed Rendell's unilateral imposition of his contract terms.

The mayor is seeking to impose a contract that includes a two-year wage freeze, cuts in holidays and sick time, and the replacement of union-operated health plans with a city-run benefits system — changing many long-settled conditions of employment between the unions and the city.

"We are absolutely opposed to the mayor's contract terms," said Council 33 President James Sutton. "We also have communicated to the mayor our unconditional offer to continue to work under the terms and conditions of the existing contract."

"There is no question we had to take legal action," said Council 47 President Thomas Cronin. "However, it is our intention to keep the rank and file working for as long as we can."

But the strike option remained very much alive. The union councils began holding strike training sessions for members on how to deal with mortgage companies and other creditors during the strike. They also have been developing plans to picket key city facilities during the walkout.

Union members chanted "Strike, Strike, Strike!" at Council 33 headquarters in University City when Rendell went on television to announce his decision to impose the contract. The last strike by Philadelphia city workers was July 1986 and lasted 20 days.

AFSCME has asked the AFL-CIO Strategic Approaches Committee to assist the city workers. In a meeting with Rendell in August, AFL-CIO Secretary-Treasurer Thomas R. Donahue and members of the committee encouraged Rendell to negotiate in good faith with the unions.

AFL-CIO Organizing and Field Services Director Joe Shantz has assigned staff to assist the workers in Philadelphia.

Delegates to the Democratic National Convention in July — including members of unions who supported Rendell's election — expressed their outrage that Rendell has adopted union-busting techniques in refusing to bargain and demanding a wage freeze.

Some 200 AFSCME members traveled to New York during the convention and demonstrated outside his hotel.

AFSCME's court case against the city parallels a similar case involving a dispute between workers and the Philadelphia Housing Authority, now pending in a state appeals court.

The AFSCME councils are contending that Rendell violated state law by imposing the contract while negotiations were still going on. Rendell issued a take-it-or-leave-it ultimatum, giving the unions until 5 p.m. Sept. 23.

"The city is wasting the taxpayers' money and time by issuing unilateral declarations that are scare tactics designed to undermine the morale of city employees," said Sutton. "That tactic has failed and we anticipate formal negotiations will resume."

Rendell began the process of changing contract terms by sending official notification to unions, by transmitting bills to city council and by arranging meetings of the Civil Service Commission and the city administrative board, which must approve many of the changes.

The unions charge that the mayor also is violating the state's open meetings law by scheduling those meetings to implement the imposed contract.

A hearing was set for Sept. 30, in the Common Pleas Court.

The attempt to impose the contract marked the latest stage in a confrontation that began when Rendell in February unveiled a five-year financial recovery plan that called for sweeping concessions from the unions to help balance the budget — $99 million in concessions this year alone.

In response, the unions suggested as much as $200 million could be recouped in new taxes, federal funds and better-managed programs without putting the burden solely on workers' salaries and benefits.

Both unions' contracts expired July 1 but were extended by a fact-finding order by the Pennsylvania Labor Relations Board. However, the state Supreme Court overturned the fact-finding process Sept. 19 after an appeal by the city.

Members of Fire Fighters Local 22 and an unaffiliated police union are in binding arbitration with the city to resolve contract disputes.

*"There is no question we had to take legal action. However, it is our intention to keep the rank and file working for as long as we can."*

**—Thomas Cronin, AFSCME Council 47**

# Courts muddy AFT disputes

By Candice Johnson

Teachers in Warwick, R.I., are celebrating a victory in their dispute with the Warwick School Committee, but Detroit teachers are resisting a judge's order that the teachers report to school.

Following a 12-day strike and the jailing of 18 Warwick teachers who refused a lower court order to return to work, a Superior Court judge ordered school to begin, with the 1,000 AFT members to work under the terms of last year's contract while negotiations continue.

Judge Paul Peterzani said it was imperative that classes get under way for the city's 12,000 students, adding that he expected good-faith negotiations to continue. Fines of more than $16,200 levied against the union teachers were retained.

The employer, the Warwick school committee, was surprised by the order because it was expecting further contempt proceedings against teachers, and appealed the decision to the state supreme court.

The Warwick teachers have been working without a new contract since June 1991. Class size, the committee's demand for an "unlimited" layoff policy, program cuts and wages are among the key issues. Rhode Island forbids strikes by public school teachers.

Under the expired contract, which the judge ordered in effect, class size was maintained at 25, layoffs are banned and salary step increases are to be awarded.

In Detroit, a circuit court judge demanded that Detroit AFT President John Elliott order teachers back to work. At an evening session Sept. 23, Elliott relayed the judge's order.

But teachers answered with a resounding "no," pledging to walk picket lines until a fair agreement is reached. "No contract, no work" was the chant as teachers marched out of the meeting.

The 10,600 teachers have been on strike since Aug. 31 and are garnering parent and community support in the dispute. Picketing is continuing at the school center building.

The board is pressing for changes that will allow schools to "terminate at will" teacher contract provisions.

The union said teachers support effective school-based management plans, but the board's proposal would require teachers to take on many more administrative duties, while taking away many of the benefits won over years of negotiations, the union said.

Teachers also are seeking an 8 percent pay increase, while the board wants to give raises of just 3 percent.

In Los Angeles, meanwhile, negotiations are under way over the school board's original demands for a 17 percent salary cut. The union reports some movement and may take a vote on a contract this week.

## *Unions draw 'line in sand'*

Organized labor will rally en masse Dec. 5 to support the 550 striking workers at the Frontier Hotel in Las Vegas.

Plans for the demonstration, called "Desert Solidarity — Our Line in the Sand," were unveiled in Las Vegas Sept. 21, the anniversary of the strike. Jim Baker, executive assistant to AFL-CIO President Lane Kirkland, said labor would draw the line in "a dispute where the company wants to destroy the union."

"The Elardis (owners of the hotel) and the Frontier strike in Las Vegas will be on the minds of every union family in the United States until it is resolved and the workers achieve a fair contract," Baker told the strikers.

Rally information, including packages for accommodations and transportation, will be distributed to some 35,000 locals of AFL-CIO unions. The Dec. 5 date also coincides with Vegas' Rodeo Week, featuring many top-name country and western entertainers.

Announcing "a damn good excuse for a Vegas weekend," the unions have put together a attractive tour package for Dec. 4-6 with a choice of hotels. Trade unionists can contact Glen Arnodo for details at 321 South Bixel St., Los Angeles 90017, phone 213-481-2574. Cutoff for reservations is Nov. 4.

The workers, members of Culinary Local 226 and Bartenders Local 165 of the Hotel Employees and Restaurant Employees, Teamsters Local 995, Operating Engineers Local 501 and Carpenters Local 1780, were forced to strike over demands for health care and pension givebacks.

The strikers brought their cause to the AFL-CIO Strategic Approaches Committee, which has assisted affiliates in more than a dozen bargaining crises since its formation five years ago.

"The Frontier has taken on the entire united trade movement," said Baker. "It is time for the owners to examine all of their options. Victory is not one of them."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**Lane Kirkland,** PRESIDENT

**Thomas R. Donahue,** SECRETARY-TREASURER



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# LEGISLATION

## Veto-happy Bush blocks family leave

By Mike Hall

President Bush once again turned his back on American families by vetoing the Family and Medical Leave Act.

The veto, which the Senate overrode 68-31 on Sept. 24, is one of a series of end-of-the-session vetoes and veto threats that underscore Bush's unwillingness to compromise on issues strongly supported by the American people.

Despite the Senate vote, the veto is expected to be sustained in the House, where the 241-160 original margin of passage fell far short of the votes needed to override.

Congress also was unable to override Bush's veto of the "motor voter" bill, which would have made it easier for Americans to register to vote. Two other bills faced vetoes despite winning large majorities in both houses — cable television regulation and human rights conditions for extending most-favored-nation trading status to China.

The president, who has 32 successful vetoes, threatened to hold the victims of Hurricane Andrew hostage over Davis-Bacon protections contained in a bill providing relief funds.

And he was set to veto the FY 1993 Labor, Health and Human Services appropriations unless the Senate removed language that prohibited the Labor Department from implementing onerous union reporting regulations inspired by the National Right to Work Committee.

Democratic presidential candidate Bill Clinton said Bush's veto of the family leave bill was "bad for American families and. . . bad for America's workplaces."

Clinton, who supports family and medical leave, also blasted Bush for timing the veto in the late evening after the network news broadcasts were completed. "I'm disappointed he did it late at night. I want to make these decisions in broad daylight where people can ask me about them."

Bush claims he supports family leave, but is against using government policy to protect workers. After remaining silent on an alternative to the family leave bill for almost four years, Bush suddenly offered up, a few days before the veto, a scheme to provide tax credits for businesses that provide leave.

The last-minute proposal angered Sen. Christopher Dodd (D-Conn.), a chief sponsor of the bill. "They really border on the cynical. I find it a weak, last-minute attempt to cover someone's backside," he said.

"It is inadequate on many grounds," AFL-CIO Legislative Director Robert M. McGlotten said. "It will not assure a worker's right to return to his or her job after attending to a family emergency. Tax credits are a giveaway of taxpayers' dollars to businesses that ought to be assuming the minimal cost of family leave as the normal course of doing business."

Bush's "rule by veto" allows him to block legislation by securing the support of just a third of the Senate or House, forcing his opponents to struggle to win a two-thirds margin on any bill they wish to enact.

For example, while the victims of Hurricane Andrew anxiously awaited emergency relief funds contained in a supplemental appropriations bill, Bush indicated he would kill the bill over Davis-Bacon provisions approved previously by both houses.

On Sept. 18, the House of Representatives, unwilling to delay the emergency relief any longer, agreed to strip from the bill the AFL-CIO-backed ban on the DOL regulations on "helpers" at Davis-Bacon job sites and on apprenticeship regulations.

The regulations would also severely reduce the level of employment for laborers, who are in large part minorities and are disproportionately suffering from the recession.

In another case, Bush's threat to veto the Labor, Health and Human Services appropriation, combined with a Senate Republican filibuster, leaves local unions facing $200 million in annual costs to comply with new reporting requirements that were designed to strangle unions in red tape.

The appropriations bill included provisions suspending the DOL's ability to implement new regulations on the LM-2 and LM-3 reporting requirements for unions. The National Right to Work Committee heavily lobbied the White House for these changes and they have the support of other far right wing business groups.

GOP senators refused to end their filibuster against the bill unless that ban was removed. A cloture vote, which would have ended that filibuster, failed 56-38 on Sept. 16 to receive the three-fifths needed to end debate. Even if the filibuster had been shut off, Bush indicated he would veto the bill over the LM-2 and LM-3 language.

The proposed rules change the type of accounting system now used by some 98 percent of local unions and increase by more than 2.5 million hours the amount of paperwork needed to file the required LM-2 and LM-3 reports that show the compensation for officers, staff members, loans, investments and much more financial information.

The Senate, by 62-38, failed to override the "motor voter" veto, but supporters of the conditional China MFN legislation and the cable regulation bill were hopeful that the majorities that passed the two measures would hold up against the expected vetoes.

## Feds examine Food Lion's off-the-clock work

By James B. Parks

A major U.S. government investigation has found that Food Lion Inc., one of the nation's fastest-growing supermarket chains, committed "substantial" violations of overtime and child labor laws, a Labor Department official told Congress.

Karen R. Keesling, acting administrator of Labor's wage and hour division, said the department is considering filing suit against the company but will wait until the investigation is completed.

The Food and Commercial Workers last September filed a Fair Labor Standards Act complaint on behalf of 183 current and former Food Lion employees seeking $194 million in back wages. The complaint alleged that the chain systematically forced workers to work "off the clock" in order to avoid paying overtime.

Food Lion's profits, which exceed the industry average, are the result of wage chiseling and other unfair labor practices, the UFCW complaint charges. If these practices are not stopped, the complaint said, Food Lion's competitors will be forced to imitate the illegal practices to remain competitive.

Keesling told a House Government Operations subcommittee that "I can today report only that we told the company that our investigation has disclosed substantial overtime and child labor violations, including violations of child labor hazardous occupation orders." She said she is constrained from detailed comment on an ongoing investigation.

Subcommittee chairman Rep. Tom Lantos (D-Calif.) criticized the DOL for the way it reports back-wage recoveries as shown in a 1989 FLSA complaint against Food Lion. The department settled the $1.2 million claim for $300,000, or 25 percent of the total owed, and then falsely reported that it made a 100 percent back-wage recovery.

"While the Labor Department feeds us glowing statistics, low-wage workers are being short-changed," Lantos said. He also faulted the department for not notifying 55,000 employees of the food chain of a nationwide compliance agreement that Food Lion signed as part of the settlement.

Meanwhile, an official of the General Accounting Office told the subcommittee Congress should take action to stop the statute of limitations from running after FLSA complaints are filed. The current two-year statute of limitations stops only if a complaint is filed in court, said Clarence C. Crawford of the GAO.

Crawford said GAO's investigation showed that three former Food Lion employees covered by complaints filed in 1984 lost more than $11,800 in back wages because the statute of limitations ran out before the DOL's wage and hour division began an investigation in 1986.

Despite the publicity generated by a March hearing by the same subcommittee, and the ongoing investigation, the company continues the illegal practices, two current employees said. "We truly thought that your hearings would shame the company and cause them to put an end to the abusive system known as 'effective scheduling,' " wrote Billy and Joe Baker in a letter to Lantos.

"We are sad to report that such an event has not occurred and that, in fact, we know of several employees at several locations who continue to work off the clock," they wrote. Billy Baker is market manager for Food Lion in Morganton, N.C., and his brother, Joe, is market manager in Hickory, N.C.

Billy Baker said he was forced to work 20-25 hours a week "off the clock" and his pregnant wife came in at his store manager's request and worked without pay.

## Capitol Digest

The House Education and Labor Committee on Sept. 23 reported AFL-CIO-backed legislation that reforms and modernizes the Davis-Bacon Act. The bill, H.R. 1987, retains strong prevailing wage protections.

The act currently applies to projects in which $2,000 or more in federal funds is used to construct, repair or alter public buildings or public works. In those cases, the wages paid to laborers and mechanics must be no less than the prevailing wages paid in the community, as determined by the Department of Labor.

The reform bill would raise the new construction threshold from $2,000 to $100,000 and to $15,000 for repairs or rehabilitation. It also would eliminate 75 percent of the paperwork burden on employers required for employer payroll reporting.

Under the bill, the Department of Labor would be required to issue more timely wage surveys. The bill further would codify the current application of the Davis-Bacon Act to federally funded or assisted construction and clarify how state or local prevailing wage laws apply to Davis-Bacon.

Elsewhere on Capitol Hill:

**PRODUCT LIABILITY** — The Senate killed legislation, opposed by the AFL-CIO, that would have eroded the rights of consumers and workers injured by defective products. By a 57-39 vote, the bill's backers failed to invoke cloture and bring the so-called Product Liability Fairness Act (S. 640) to the floor. In a letter to the Senate opposing the bill, AFL-CIO Legislative Director Robert M. McGlotten said many workers who suffer occupational injuries and disease as a result of working on unsafe machinery or with toxic substances "have found that product liability litigation affords their only recourse for full redress for their injuries."

**'URBAN AID'** — What began as an urban aid bill to respond to the Los Angeles riots has become a $30 billion "collection of tax provisions that favor wealthy individuals and corporations," McGlotten said. The Senate added language, opposed by the AFL-CIO, on small market health reform that would do little to solve the underlying crisis in health care and would lead to even further increases in costs. The bill also contains a provision that allows Federal Express to avoid collective bargaining. Sen. Robert Packwood (R-Ore.) offered an amendment to remove that provision but it was defeated 41-56. The only urban aid in the bill is $5.2 billion for an ill-advised enterprise zone program.

**HEALTH DEBATE** — A coalition of the AFL-CIO, the American Medical Association and the American Association of Retired People took its call for a debate on health care by the presidential candidates to the pages of top U.S. newspapers. An advertisement reiterating the need to air solutions to the health care crisis ran in the New York Times, Washington Post and Wall Street Journal.

# OSHA reform call is taken to the Hill

## *Safety conferees confront lawmakers*

**By Colleen M. O'Neill**

Energized by a just cause and fortified by evidence and exhortations, more than 500 participants in the AFL-CIO's National Safety and Health Conference descended on Capitol Hill Sept. 15 to lobby for reform of the Occupational Safety and Health Act.

Holding the conference in Washington allowed participants to meet with their legislators on the OSHA reform legislation being considered in both the House and the Senate. AFL-CIO Occupational Safety and Health Director Peg Seminario judged the lobbying efforts intense and successful — and particularly timely since the Senate marked up the bill while OSHA conference delegates were in town.

Affiliated unions helped arrange appointments with lawmakers and their staffs, and the participants spent the afternoon stressing the importance to America's working men and women of having strengthened safety and health programs.

Conference attendees heard rousing words from AFL-CIO President Lane Kirkland, Steelworkers President Lynn Williams, chairman of the federation's Safety and Health Committee, Sen. Edward M. Kennedy (D-Mass.) and Rep. William D. Ford (D-Mich.). They also got a message from Democratic presidential nominee Bill Clinton reiterating his support for OSHA reform.

"We're not going to flinch at the president's vetoes and threats of vetoes," Kirkland said. "Our safety legislation is among the most important items on labor's agenda, and we will spare no effort to get it enacted into law."

"This is not just another bill," AFL-CIO Legislative Representative Jay Power told the conference. "We're talking about the lives of working Americans." He listed 31 senators not co-sponsoring the pending reform legislation and encouraged attendees to contact them because "you can make the difference."

Ford gave conference delegates a call to action on a different topic.

"You can try to take care of 435 members, or do it with one vote and get that damn Bush out of there. . . . We need a president who appoints a secretary of labor who believes laws should be for safety and protection of workers, not the Chamber of Commerce.

"Let's take this country back for the working people," he said.

Bill Burke/Page One Photography

**A delegation of** Steelworkers on Capitol Hill seeks support from Rep. Gerald Kleczka (D-Wis.) for OSHA reform legislation. They are (from left): Raymond Berg; Gerald Suchowski; Norman Janikowski, president of USWA Local 1343; and Timothy Parworth, vice president of the local.

Clinton said he supported the OSHA reform effort "to enable employees and employers to work together to control the hazards within their own workplace. Government must play a role in identifying and setting standards for health and safety hazards. But workers and employers should be empowered to take greater responsibility."

Workshops to support the lobbying effort grouped participants by sector, and included breakouts among industrial and utilities, building and construction trades, service/health care, transport and maritime, public employees and office/professional employees.

Before the lobbying got under way, the first day's agenda included panel discussions on the emerging issues in safety and health as well as the fight for safe jobs. Panelists touched on ergonomics, the Americans with Disabilities Act, state and local safety and health initiatives, workers' compensation and the North American Free Trade Agreement.

Issue workshops also covered those topics, along with AIDS in the workplace, asbestos hazards, bargaining for safety and health, building local coalitions, construction safety and health, how to use OSHA, indoor air quality, infection control, organizing, pollution prevention, right-to-know, reproductive hazards, safety and health committees and stress/employee assistance programs.

The AFL-CIO Department for Professional Employees held a session on safety and health issues for professional and white-collar employees one day before the national conference.

The DPE program, co-sponsored by the National Institute for Occupational Safety and Health, concentrated on indoor air quality and ergonomics. In addition, specialized workshops covered various working environments.

## *Tales explore human cost*

Four panelists at the AFL-CIO National Safety and Health Conference shared their personal experiences with unsafe workplaces.

Maureen DeSoria, a registered nurse in the newly organized Service Employees local at Jackson Memorial Hospital in Miami, came to the conference to describe the hazards that nurses face on the job even though she lost her home in Hurricane Andrew.

**Maureen DeSoria**

"I felt that nurses were so overburdened and overwhelmed taking care of others that they had no time to care for their own safety and health," DeSoria said, adding that the nurses at Jackson Memorial Hospital sought to change that situation through affiliation with SEIU.

Jerry Schoonover of Steelworkers Local 5668 said that when Kaiser Aluminum owned his plant in Ravenswood, W.Va., only one worker died in 20 years. In the first 18 months after Ravenswood Aluminum Co. was in charge, five union members, including one of his closest friends, were killed.

"Companies don't really care about safety — it's up to us," he said. RAC agreed as part of the recent settlement with the union to increase safety measures at the plant.

A family's grief is what brought Lisa Eilar to the gathering. She spoke of her brother's death in a malfunctioning press at a Michigan car parts plant one day after his 25th birthday, which led her and her family to speak out on the need for more attention to workplace safety.

Linda Mabry described the grief of an entire town — Hamlet, N.C., where 25 people lost their lives in a gruesome fire behind locked doors. Mabry of the North Carolina Committee on Occupational Safety and Health spoke also of the positive steps the state has taken in the wake of the tragedy at the chicken-processing plant last September, including the passage of seven legislative initiatives beefing up workplace safety.

Emmet Roe, the 65-year-old president of the chicken-processing plant, was sentenced to 20 years in prison, "clearly not enough," said Peg Seminario, director of the AFL-CIO Department of Occupational Safety and Health.

Seminario said she was disappointed that the plea bargain allowed the two plant managers to emerge unscathed, though she said she was "glad to see a criminal sentence, the most significant penalty ever in an occupational fatality case."

# GOP senators waver as committee marks up OSHA reform

Amid pledges of future bipartisan cooperation, the Senate Labor and Human Resources Committee Sept. 16 sent workplace safety and health reform legislation to the full Senate for consideration on a party-line vote.

The House Education and Labor Committee reported out its version of the legislation in late May. Lawmakers from both parties said further action on the bill was unlikely in this Congress.

"There's no question the promise of a safe workplace made in 1970 has not been fulfilled," said Sen. Edward M. Kennedy (D-Mass.), chairman of the panel.

Sen. Howard M. Metzenbaum (D-Ohio) agreed. "American workers shouldn't have to wait any longer. There's too much pain and suffering going on."

Minority members expressed support for reform, but not the proposal before the panel. Significantly, Sen. Nancy L. Kassebaum (R-Kan.), who stands to become ranking Republican of the committee, replacing Orrin Hatch (R-Utah) in the next Congress, told her colleagues, "I have real concerns on this — something should be done."

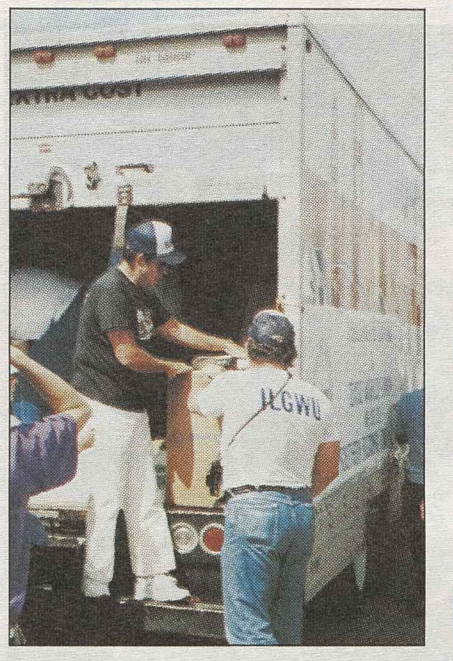
"I believe the committee should take a comprehensive approach to OSHA reform," she said, then voted against the bill.

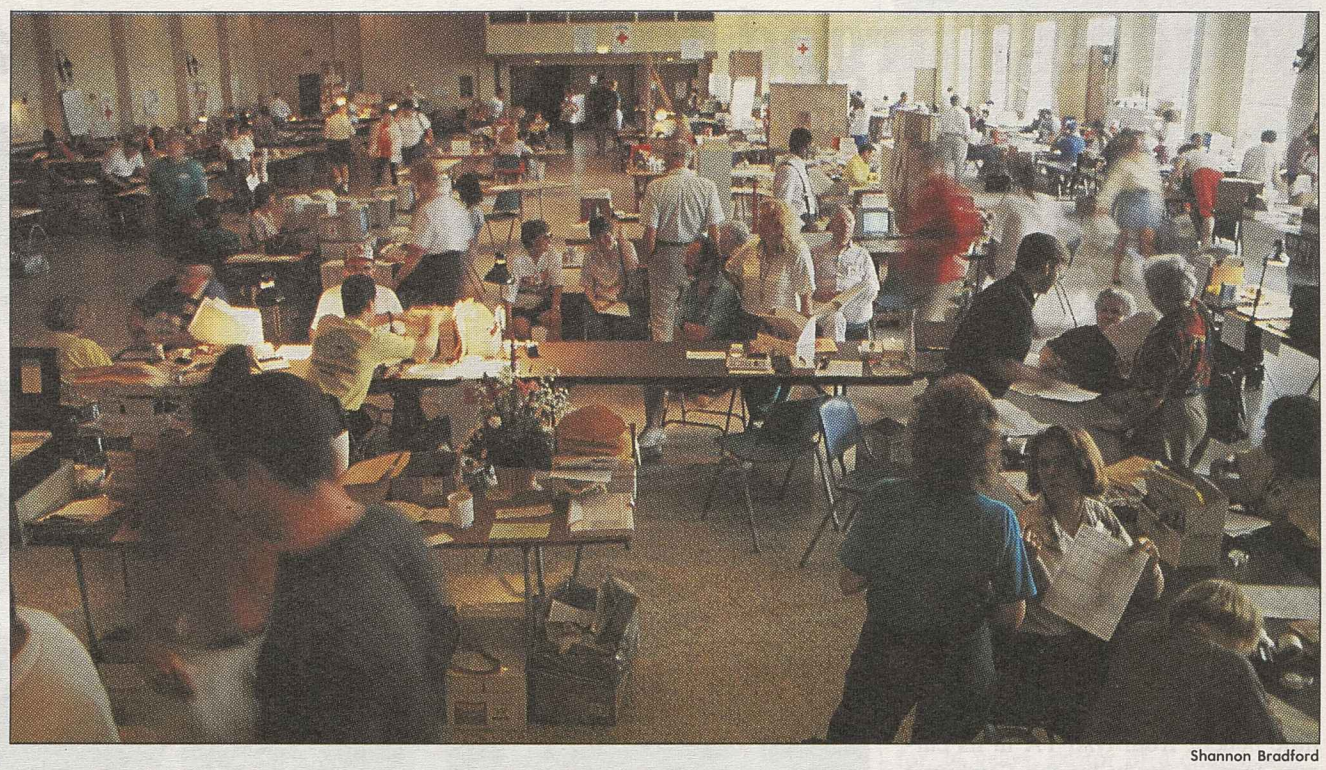
Kennedy stressed several times the underlying philosophy of the pending legislation as seeking to bring workers into the process with real entitlement. He also noted that some Republicans complained about costs to small business owners without considering the costs to workers.

Legislation before the Senate to impose a "voluminous paperwork burden on unions" had received little criticism from Republicans, he said, while Hatch and Sen. Dan Coats (R-Ind.) talked about the burdens on business.

Sen. David Durenberger (R-Minn.) voted "present," explaining that he could not vote against safety and health reform, but could not accept S. 1622 as the best movement toward that goal.

The committee's substitute incorporated construction safety legislation introduced separately by Sen. Christopher Dodd (D-Conn.). Those provisions would establish contractor safety programs; create a system of oversight and coordination on multi-employer projects; require training, education and recordkeeping; and target OSHA inspections for dangerous projects and employers with bad safety records.





Shannon Bradford

**ILGWU and UFCW** members help unload supplies (left) as the IBEW Union Hall/Red Cross Headquarters is teeming with activity.

# How to spell relief? U-N-I-O-N-S

**Continued from Page 1**

areas. Numerous AFL-CIO affiliates have sent human and material resources to aid the effort.

The South Florida initiative by the AFL-CIO Housing Investment Trust (HIT) will include construction of a new subdivision in South Dade, rehabilitation of single family homes throughout the county, and building 330 low-income rental apartments in Opa-locka. HIT is one of the two arms of the AFL-CIO pension investment program.

Groundbreaking on the Opa-locka project, which will cost $19.5 million with $10 million coming from HIT, is expected in October. The project will be developed by Creative Choice Homes Inc., a local developer, in conjunction with First Housing Inc., a private non-profit organization.

"We're here to set a standard," Coyle said. "It makes sense to rebuild South Dade. Ironically, one of the side effects of the devastation is that rental housing — which some thought iffy in a soft market — is now a viable investment."

Good applauded the AFL-CIO decision to start its investment in Opa-locka, "a community that really needs help." That sentiment was echoed by Opa-locka Mayor Robert Ingram, who said, "knowing that they're being built by union labor, they will be built better."

That theme was underscored by Kirkland, who noted the housing construction "will be 100-percent union, meaning they will incorporate the highest standards that organized building tradespeople have made their trademark."

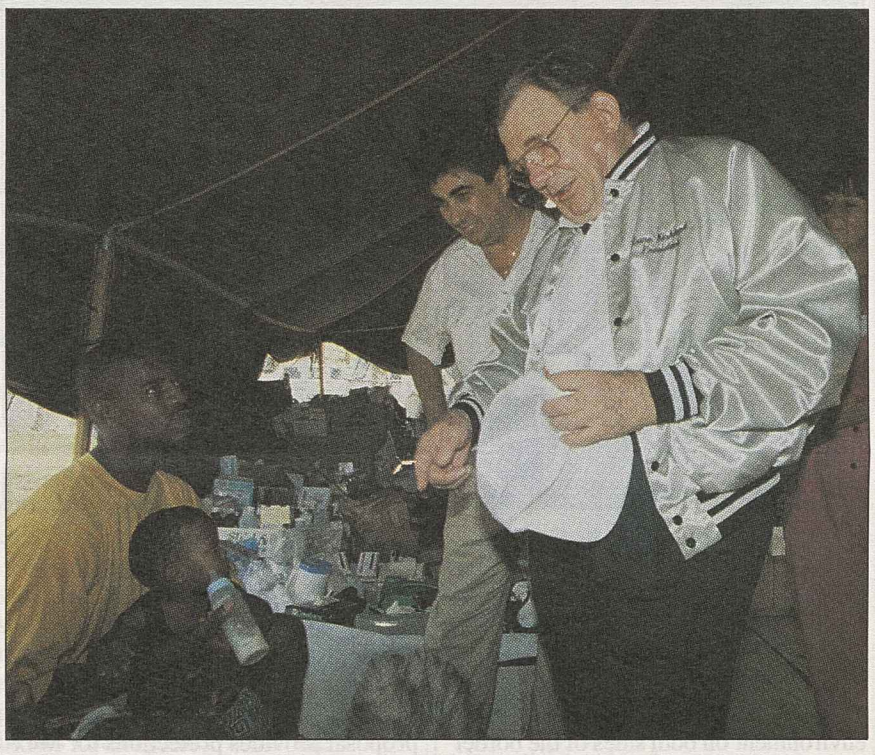
Building experts report that deficiencies in construction and lax enforcement of federal building codes might have intensified the damage.

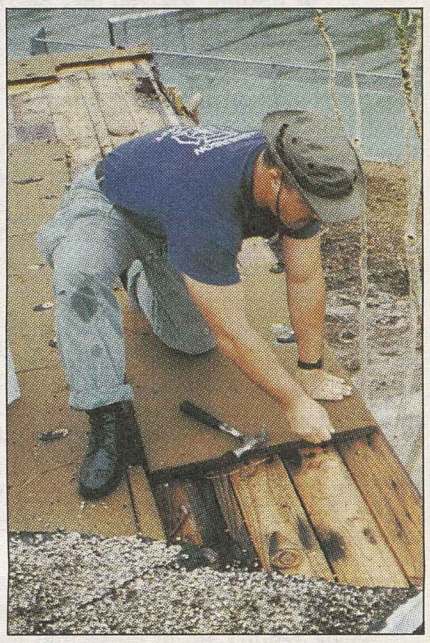
The single-family reconstruction program will operate through Equity Mortgage Corp. of Miami and is expected to be functioning by Thanksgiving. It will start with a $10 million fund and is expected to grow to $20 million.

The third phase is a longer-range $10 to $20 million program to finance new subdivisions. Negotiations are under way with banks and local builders.

Investment trust officials began planning the initiative as soon as Andrew made landfall, Coyle said. In response to requests from local labor officials, trust staff members arrived in South Dade 48 hours after the hurricane hit.

The AFL-CIO has mounted similar investment programs in other major urban areas. Following the disturbances in Los Angeles, the federation began investing $75 million in pension funds to help rebuild that inner city.





IAFF photo

**Fire Fighter** volunteers from Nevada help to repair a damaged roof (above). AFL-CIO President Lane Kirkland and South Florida AFL-CIO President Marty Urra talk with a victim of the hurricane in a visit to the makeshift tent city (left).

After seeing the devastation wreaked by the hurricane from a helicopter, Kirkland was joined by South Florida AFL-CIO President Marty Urra in a visit with families living in a sprawling tent city and a tour of the union hall of Electrical Workers Local 349, where the American Red Cross has its disaster assistance headquarters.

"We could not do our jobs without the help of organized labor," said Don Jones, Red Cross director of disaster assistance. "Up to 1,500 people work out of this office. With the assistance of IBEW and the national AFL-CIO, we have halls like this available when disasters strike."

Fire Fighters Local 1403 is among many unions playing a major role. "All of the food and other items collected by Fire Fighters around the country is collected in this 100,000-square-foot warehouse," said Local 1403 President Dominic Barbera.

Local 1403 also has a 5,000-square-foot warehouse for building supplies and a third warehouse for distribution. Building supplies brought in by the Carpenters also are being stored at the Carpenters Apprenticeship Building in Miami.

Building trades unions have opened a one-stop construction center in a circus tent in Homestead. The center will provide free seminars in home repairs for those whose homes suffered damage from the hurricane.

Carpenters photo

**Florida AFL-CIO President** Dan Miller tells reporters about union efforts to help hurricane victims as forklift unloads building supplies at Carpenters Apprenticeship Building in Miami.

"We have developed this center as a public service so that people won't continue to get ripped off," said Robert A. Georgine, president of the Building and Construction Trades Department. "This is also a way to educate the homeowner."

The center will provide residents with skilled union craftspeople, as well as local bankers, lawyers and architects.

At the tent city, Sandra Mickley, a member of Service Employees Local 1991 and a registered nurse at Jackson Memorial Hospital, told Kirkland she and other union members "set up a mini-pharmacy in a van so that we could treat people on the spot" during the first week of the hurricane.

"The needs have changed over the past few weeks, but we will continue to volunteer our services because health care is of utmost importance," she said.

# Congress urged to reject Mexico trade scheme

**Continued from Page 1**
the Republican National Convention, was not made available until Sept. 8 to advisers, who were told to submit their comments by Sept. 9.

"This is a subversion of the advisory process and a crass and unprecedented demonstration of political manipulation," the committee said.

Other developments indicated that the NAFTA proposal is on the wrong track:

- A nationwide poll conducted by the Gallup Organization for CNN/USA Today found that voters by a margin of 57 to 33 percent oppose the Mexican trade proposal because it would drain U.S. jobs. At least 62 percent of voters with incomes of less than $30,000 oppose the trade pact.
- Mexican-American workers in southern Texas and California expect little benefit from NAFTA in its current form, a study by the Southwest Voter Research Institute found. Only 9 percent of the respondents said they would support a trade agreement if it fails to provide guaranteed job retraining, funds for road and bridge improvements and strict pollution controls on both sides of the border.
- Labor Secretary Lynn Martin grudgingly conceded at congressional hearings that some 150,000 workers could be displaced by the trade pact. She later recanted the statement.

Citing independent studies projecting job losses of up to 550,000 in the next decade, Donahue dismissed the administration's contention that NAFTA will generate more U.S. jobs by increasing exports to Mexico.

The wide disparity between the U.S. and Mexican economies, as well as that of workers' wages, would forestall any pickup in exports because Mexican consumers simply don't have the purchasing power, he noted.

What is significant, Donahue said, "is that recent growth in trade between our two nations is actually between different units of U.S.-based multinational corporations — with the maquiladoras now accounting for 45 percent of cross-border commerce."

Donahue ridiculed the administration's claims on environmental safeguards that NAFTA is the "greenest trade agreement" in history. "Since no previous trade agreement said anything about the environment, that is technically true," he said. "But in fact this agreement is a green light for the most greedy corporate polluters on the North American continent."

NAFTA has no provisions to remedy degradation that already exists along the U.S.-Mexico border and would in fact "expose U.S. health and safety standards to being challenged as 'barriers to trade,'" he said.

The devastation of workers and the environment on both sides of the border doesn't mean the trade scheme is a total failure, Donahue observed.

"For the large American investors, NAFTA is a major triumph," he said. "It provides new security for private investment and reduces government regulation of investment, and guarantees the repatriation across borders of profits, dividends and capital gains."

But with its incentives for investment in Mexico for U.S. financial interests, NAFTA will curb capital development in the United States. That will result in stifling U.S. job growth, he said.

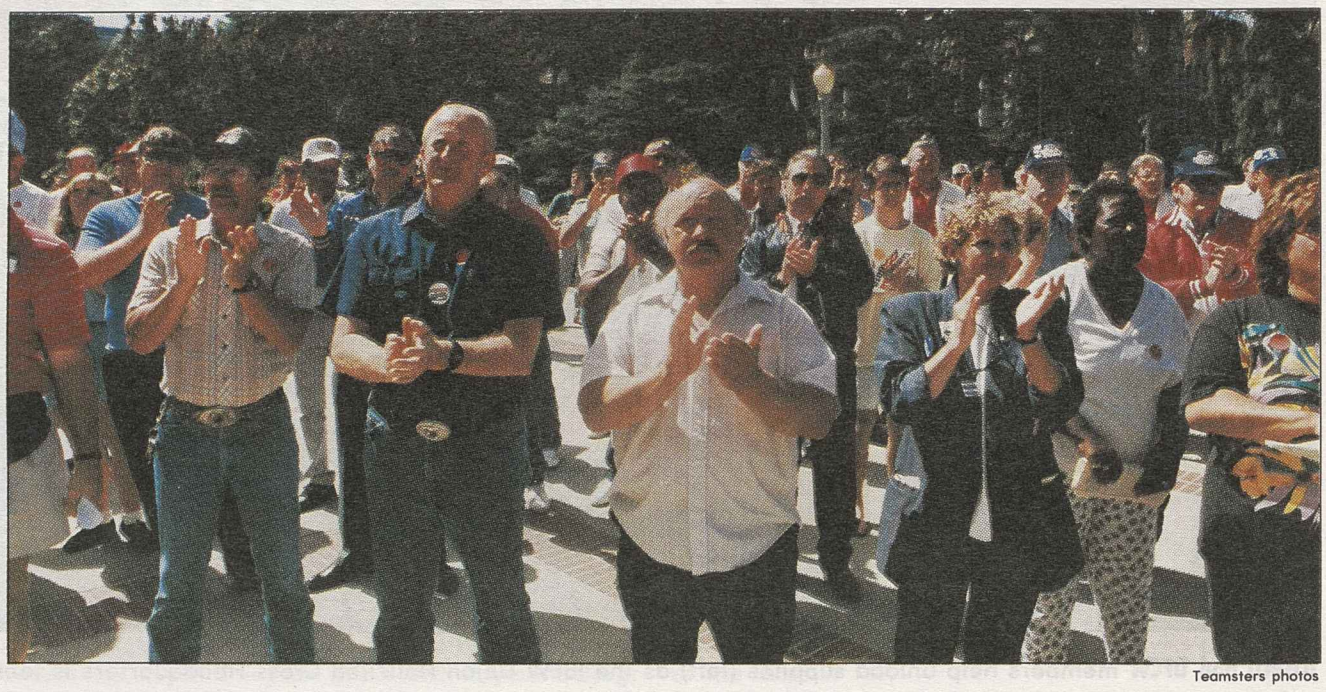
Addressing distortions in domestic content rules for the automotive manufacturing sector, Donahue noted that the proposal provides protections for Mexican and Canadian plants, but none for the United States for parts production or assembly operations. He also cited the adverse impact of the agreement on U.S. jobs in apparel and trucking.

The proposed accord is woefully lacking in worker rights protections, he pointed out.

"In the entire agreement, there are no specific enforceable provisions guaranteeing freedom of association, the right to collective bargaining, the establishing of appropriate minimum wage structures, health and safety protections, and the eliminating of child labor."

Under the "fast-track" arrangement for NAFTA, the White House gave Congress formal notification on Sept. 18 that Bush intends to sign the accord after 90 legislative days, sometime in mid-December.

After the agreement is signed, the president must send implementing legislation to Congress, which will then have 90 days to act on it. That means that final action will not come until after assembly of the new Congress and the inauguration of the president in January.



Teamsters photos

## *Trade pact shock*

**Workers** at a noon rally in Sacramento greet the Teamsters/AFL-CIO Fair Trade Caravan, one of its many stops in California where labor sounded the alarm about the Bush administration's attempt to ram through a flawed trade agreement with Mexico. Addressing the crowd is IBT President Ron Carey (left), who ripped the Bush proposal as a scheme to steal good jobs from U.S. workers, provide "wages of misery" for Mexican workers and poison the environment on both sides of the border. On the road since Sept. 4, the caravan will complete its barnstorming tour of 150 cities and towns Oct. 22.

# Employers step up drive to skirt FLSA overtime pay rule

**By James B. Parks**

Efforts by the Bush administration and some state governments to erode worker rights to overtime pay are unnecessary and based on exaggerated claims, several public employee unions told Congress.

The U.S. Labor Department, with the backing of both Democratic and Republican governors, has proposed legislation that would change the Fair Labor Standards Act and allow private and public employers to dock the pay of salaried workers who take time off during the day.

By changing the docking test, one of six tests for determining if a worker is exempt from the FLSA workweek provisions, employers could increase the hours of work of salaried workers without having to pay overtime.

That has become an attractive option for cash-starved state and local governments as well as private companies with many low-paid white collar workers.

"Our union is acutely aware that state and local governments are facing a long-term fiscal crisis that could devastate public services," T. Michael Kerr, AFSCME's assistant director of legislation, told the House Education and Labor subcommittee on labor standards.

"In tough times, employers tend to look to payrolls for relief," he said. "The FLSA puts moderate limits on this natural tendency on the part of employers to transfer their debts to employees in order to balance the books."

In 1985, the U.S. Supreme Court ruled in Garcia vs. San Antonio Metropolitan Transit Authority that state and local governments must follow the FLSA's wage and overtime requirements. The court in 1991 refused to review a lower court ruling in Abshire vs. County of Kern that public employees whose pay is docked when they take unscheduled leave cannot be considered salaried employees exempt from FLSA even if no such deductions have occurred.

Public employers asked DOL to act to forestall an anticipated flood of lawsuits from employees seeking back overtime pay. Earlier this year, the department caved in to employer claims that the rules could force them into bankruptcy and changed the rules for future employees and asked Congress for authority to apply it to current employees.

"The Labor Department's new rule is extremely ill-advised," said Service Employees General Counsel Jonathan Hiatt. "As a result of the rule and the proposed legislation, the rights of workers who under any reasonable standards of exemption will still be found entitled to receive overtime pay, will be seriously compromised due to the hysteria that public employers have generated over this issue."

Frederick H. Nesbitt, governmental affairs director for the Fire Figthers, said the employers claims of liability "are wildly exaggerated and entirely speculative. No studies have been done to justify the legislation. The Department of Labor has simply accepted the word of the employers without considering the true costs involved."

What liabilities there are occurred because employers did not comply with the law, said Robert B. Kliesmet, president of the Police Associations. "Statements by employers that such liability was unanticipated, could not have been avoided by careful planning, or could not be greatly reduced or entirely avoided, are simply untrue," he said.

The subcommittee has not scheduled another hearing on the legislation, H.R. 5443, before adjournment, effectively killing the bill for this session.

# How bad trade deals exact human toll

*The current maquiladora trade agreement with Mexico has wasted the environment, livelihoods, even lives of many people, as recounted Sept. 9 at a labor-environmental trade conference by three individuals who fear that President Bush's North American Free Trade Agreement would worsen the situation.*

Ed Feigen/AFL-CIO

**The General Motors** Corp. plant in Matamoros, Mexico, is discharging xylene into this canal at levels 6,000 times the permissible U.S. limit, according to certified laboratory testing. In addition, methlyene chloride was found in the GM discharge at 215,000 times the permissible U.S. standard. Both chemicals are linked to birth defects.

## 'Human beings are being permanently damaged'

**Carmen Rocco**
*Medical Director, Brownsville, Texas*

My name is Carmen Rocco. I am medical director for a community migrant center in Brownsville, Texas, that serves the Brownsville and Matamoros populations. The sister cities of Brownsville and Matamoros are really one community, but with the national boundary of the Rio Grande River in between.

We have been embroiled for a year in an investigation into the acute rise in the rate of anencephaly within our communities. In the past five years, we've had a quadrupling in Brownsville and a quintupling in Matamoros of babies born with anencephaly, which is partially developed and underdeveloped brains.

Over the past five years, tremendous industrial growth has occurred on the Matamoros side and with it have come adverse and extreme environmental conditions. But as American industry has grown in Matamoros, so have our health problems in Brownsville.

In the month of August this year, three more Brownsville mothers chose to terminate their pregnancies because they were carrying anencephalic infants — including one mother with her second anencephalic child within a one-year period.

Results of biologic testing on an anencephalic child in Brownsville showed the breakdown products of the plastics industry, such as styrene and ethyl benzene, and five pesticides, many of which are illegal in this country, like DDT and chlordane.

A 1990-1991 study by Citizens Environmental Laboratory in Boston found levels in irrigation channels at 52,000 times the U.S. standard of xylene, which is a potent birth defect producer.

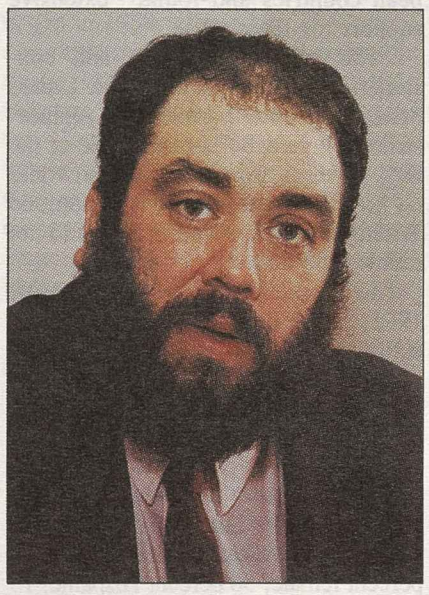
Methylene chloride, a potent carcinogen, particularly in regard to liver cancer, was found in irrigation channels around the industrial parks at 215,000 times the standard for U.S. ambient water.

Even more recently, a study in the summer of 1992 found air emissions with benzene at levels 200 times the emissions standards for the state of Massachusetts and toluene in the same industrial parks at 56 times the standard.

While our study is far from conclusive, those of us who care for children in our community have a deep-rooted concern for the existing environmental conditions. That concern is magnified given the degree of opposition that we have received from local community politicians.

It is becoming a very sad reality in our community that "free trade," business and public image far exceed human life and suffering in importance. Our community has become vulnerable because of neglect and, in fact, human beings are being permanently damaged.

## 'I hear farmers say they can't compete anymore'



**Bill Harrison**
*Former hog farmer, Adams County, Pa.*

I am a former livestock farmer from Pennsylvania, from a family farm where we used to raise 8,000 hogs a year. But hogs moving South from the Canadian border depressed U.S. prices and put my family out of business.

"Hey, Bill, I'm being foreclosed on," or "I've got to quit farming now — I am going to try and get out with my shirt on my back," are lines I hear all too often in my travels to various farms. They talk about the North American Free Trade Agreement and the GATT and most of the farmers I talk to think that it will affect them very adversely.

They know about the relaxed environmental concerns that Mexico has and about food safety standards. Mexico allows pesticides and chemicals — 57 in all — that long have been banned here.

We know some of those residues show up here in our foods.

You remember the salmonella scare last year in cantaloupes? Now, it only takes one situation where DDT may cross the border on some produce. Everyone that produces here in America will suffer the consequences; we would like it known that it was only broccoli from Mexico that had DDT on it, not broccoli from Pennsylvania. Congress just passed a new pesticide policy last month that made it tougher and tougher for farmers to farm here.

Also there are some concerns about exploiting the cheap labor in Mexico. In addition to relaxed environmental concerns, you've got $4 and $5 a day labor down south of the border with no benefits or workers' compensation or anything like that. So we're concerned about multinational corporations down there.

**Anita Mingus**
*Former Zenith worker, Springfield, Mo.*

I am a worker, a mother and a wife of a man also a Zenith employee for 24 years, pastor of a church and our local union president for 13 years. He devoted himself to keeping Zenith jobs in the United States until his death a few months ago.

The events in the closing of the Zenith plant did not happen yesterday or a year ago. They began a decade ago. In the 1970s, this color TV factory employed more than 4,200 IBEW members.

Zenith began shifting work when the Maquiladora program persuaded U.S. companies they could cut the costs of their products. We made concessions throughout the 1980s to keep Zenith from eliminating more jobs. We had a six-year wage freeze, then an 8.1 percent wage cut.

But when our contract with Zenith expired in March 1992, they moved to Mexico. In 1965, every television set purchased in the United States was made by Americans in U.S.-owned companies. Zenith was the last to move.

We received no severance pay and lost all of our health care benefits. We are being driven into a job market that offers us dismal prospects for good paying jobs.

Four thousand jobs are gone. Who can compete with 62 cents an hour? The economic concessions made by our members in their futile efforts to keep Zenith operating in Springfield has caused many personal and financial catastrophes. Homes have been lost or on the brink of being lost. The wages being paid now are inadequate to cover the mortgages on our homes bought 10 years ago.

Our oldest son worked at Zenith for 10 years. He can't afford health insurance and is having a hard time making his house payment. Our daughter is looking for a job and collects $112 per week in unemployment.

Other families are enduring similar or worse hardships. Stress, less money and the loss of jobs have resulted in many separations and divorces. Stress is what they believe caused the death of my husband, Bob Mingus. He worked day and night to save his members jobs and couldn't.

I know what my Bob would say to me: "It's up to the Lord to take care of you and Robby now." We lost our jobs when the company escaped to low-wage countries.

These companies remain eligible for American tax dollars but they are not obligated to reduce the burden they have forced on us and our communities. America, we need to wake up.

# UNION NEWS

Dick Blin/UPIU

**Union members** and supporters march in Statesville, N.C., to protest Niemand's union-busting tactics.

## Paperworkers mark strike anniversary

**By Muriel H. Cooper**

If only the strong survive, the 68 Paperworkers forced on strike at the Niemand plant in Statesville, N.C., could be considered sisters of Hercules.

The UPIU members, predominantly female heads of household, have been out of work for more than a year for standing up for health and pension benefits and against wage decreases at the plant where they made paper and plastic tubing products.

"I am proud of my people," said UPIU Local 919 President Wanda Potts. "They have made a lot of sacrifices since we went out on strike last September 11."

The past year has been described as frightening for the workers. Many don't have health insurance and have been forced to change their lifestyles in other ways.

"We've learned to cut back on groceries and to survive on staples," said Potts. "We're not starving, but it's like working people go out and eat fish on Fridays. We don't do that."

Potts said the plant used to be a good place to work, especially if you were raising a family. All of that changed in June 1991, when Ralph Perullo bought Niemand, canceled the labor agreement, rescinded a 4 percent wage increase and slashed wages from $8.50 to $7.25 an hour.

He also terminated the pension plan and put in a health plan that would cost employees $73 a week to maintain benefits.

Perullo said he would break the 27-year-old union, but he was unsuccessful, Potts said. "We started out with 71 strikers and we've only lost three," she said.

The workers have received tremendous support from unionists and various coalitions around the country. Plant gate bucket drops are being collected from Wisconsin to Florida. Calls are going out for $1 a-month-per-member donations from UPIU locals. A fund-raising effort will take place during UPIU's international convention this week in Florida.

"I have so much gratitude for union people and have met some of the most fantastic people," said Potts. "It keeps me going knowing that people do care."

UPIU's Special Projects Department has played a role in coordinating bucket drops, teaching survival skills and raising the workers' visibility during this tough period by alerting end users of Niemand's practices.

The Southeastern Regional Conference of the National Organization for Women (NOW) has joined in support for the workers. The group also pledged to educate its members on Niemand's end products — supplies to pharmaceutical, cosmetic and confectionery firms such as Avon Products, Scarborough and Co., Mary Kay Cosmetics and Ortho Pharmaceutical.

"We're troubled that companies that rely on women as their customers would continue to do business with a firm such as Niemand, which has shown reckless disregard for the workplace rights of its workers, many of whom are women," said NOW Regional Director Diane Wilkinson.

The workers also are waiting for an appeal decision from the National Labor Relations Board, which ruled the dispute an unfair labor practice strike and issued several complaints against Niemand for unlawfully promoting decertification, attempting to subvert the union by directly bargaining with workers and trying to prohibit legal union activities.

## IP mill draws $55 million back-pay order

Unionized workers at International Paper Co.'s Mobile, Ala., mill have won a multi-million dollar back-pay award in a ruling by a National Labor Relations Board administrative law judge.

IP was ordered to pay about $55 million including interest to 1,200 workers represented by the Paperworkers and Electrical Workers. ALJ Nancy Sherman ruled the company illegally locked out and "permanent replaced" the workers' from March 1987 through October 1988.

Sherman ruled that IP subcontracted the work without first bargaining to impasse with the unions. The Mobile lockout ended when five local unions ratified a new contract. The company has not announced whether it will appeal.

"Our members in Mobile will get the biggest back-pay award in the history of the UPIU," said Paperworkers President Wayne E. Glenn. "IP might learn a lesson. Strikebreaking, union-busting conduct is not only immoral — it's expensive. Maybe they'll do it differently next time."

Sherman said the permanent subcontracting of maintenance work interfered with the progress of negotiations to resolve a new contract and, in effect, created a new issue of top priority for the union to resolve in negotiations, she said.

"I always knew we were right," said UPIU Vice President Donald Langham in response to the ruling.

In addition to the 1987 lockout at Mobile, 2,300 additional union members struck at IP mills in Jay, Maine; Lock Haven, Pa; and DePere, Wis. IP "permanently replaced" the strikers.

## Diamond Walnut dispute sparks new strikebreaker bill

**By James B. Parks**

Legislation will be introduced in the House to deny federal export subsidies to companies that "permanently replace" striking workers and refuse to rehire them, Rep. Tom Lantos (D-Calif.) said.

Lantos, who heads the House Education and Labor subcommittee on employment and housing, made the pledge during a Sept. 12 field hearing in San Francisco on the year-old strike at Diamond Walnut Growers Inc. He said he would try to amend an appropriations bill to deny subsidies to companies that replace employees with scabs.

William Cuff, the company's CEO, said even if there is a settlement, Diamond Walnut will not fire the scabs who were hired to replace the 500 predominantly female and minority members of Teamsters Local 601.

Lantos said that testimony "was the very best argument" for approval of the Workplace Fairness Act (H.R. 5, S. 55), which would prohibit the hiring of "permanent replacements" for economic strikes.

"There is a need for our federal laws to provide a level playing field for both labor unions and management," Lantos said. "Unfortunately, an employer's right to hire permanent strike replacements, dormant for decades, has today, with high unemployment, become almost a lethal weapon.

> *"These loyal and hard-working employees, many of whom had been with Diamond Walnut for more than 20 years, were discarded like peanut shells at a baseball game."*
>
> **—Rep. Tom Lantos**

"These loyal and hard-working employees, many of whom had been with Diamond Walnut for more than 20 years, were discarded like peanut shells at a baseball game," he said.

Lantos also criticized the National Labor Relations Board for being slow in resolving unfair labor practices charges filed by the IBT against Diamond Walnut. "I fear that we will see 'Lethal Weapon 7' before we see a final NLRB decision in this case," he said.

Workers told Lantos the company refused to provide information on hazardous chemicals used at the plant and manipulated data to show compliance with environmental laws.

Evelyn Page, a 56-year-old striker with bone cancer, testified about a toxic fog in the plant when a chemical was sprayed to prevent insect infestations. Improper ventilation and chemicals flushed into the public sewer system sent fumes into the plant, she said.

Page said her supervisor did not respond to requests for literature on the chemicals and the nurse sidestepped questions on the side effects.

Ray Dotson, a retired operator at Diamond's co-generator plant, said specialists hired by the company arrived at the plant two days before a federal Environmental Protection Agency emissions test and manipulated the process to reduce emissions of nitrous oxide. The emissions run two to three times the standards at all other times, Dotson charged.

Earlier this month, the Teamsters expanded their fight by launching an international campaign against Diamond Walnut. Ron Carver, the IBT's director of strategic campaigns, and striking worker Cynthia Zavala toured six European countries and found "extensive support for their cause."

"The brokers, growers and consumers were appalled that in the United States you could 'permanently replace' strikers," said Barbara Christie of the IBT. Several growers said they would try to cancel contracts with Diamond Walnut and others said they would not renew, she added.

The workers walked out Sept. 4, 1991, after the company demanded significant wage and benefit concessions. In 1986, the workers had agreed to a 30 percent wage cut to save the company from bankruptcy and union negotiators were seeking to catch up in 1991, said Alex Ybarrolaza, boycott coordinator for Local 601.

Diamond Walnut's work force is 70 percent female, 50 percent Hispanic, 15 percent black and 15 percent Indian or Pakistani. Some 40 percent are single mothers. When they struck, they were "permanently replaced" by a group of predominantly young white men.

FOCUS

# Workers' ingenuity, pluck revive industry, jobs

## *Bakery rises on ESOP foundation*

**By James B. Parks**

When Ralston Purina closed Pittsburgh's Braun Baking Co. nearly four years ago, most people thought it was the end of an era. But Sam Papa and the members of the Bakery, Confectionery and Tobacco Workers Local 12 vowed it wouldn't be.

With a lot of pluck and after years of sweat and hope, and a lot of help from their friends, they opened on Sept. 14 a major manufacturing company intended to be fully employee-owned.

Aptly named City Pride Bakery, the new facility could revive southwestern Pennsylvania's baking industry and provide a model for cities and unions trying to hold on to manufacturing jobs.

"I hope it shows other unions ways to create needed jobs, as well," said Papa, president emeritus of Local 12. "What we have accomplished, anyone can do if they stick with it as long as we have. . . . With mergers running rampant, worker and community ownership is the only way you can control your destiny."

City Pride CEO Daniel Curtis agreed. "I would love to do this in Detroit, Atlanta or New York," he said. "How could any supermarket chain in the country turn down a quality product, competitively priced, that helps the community?"

The company has strong roots in the Pittsburgh community. Before major banks became involved, the project was financed by a collection of unions, religious groups, venture capitalists and community groups, as well as state, county and federal government.

National BCT leaders played a particularly critical role, Papa said. Last September, when Local 12 was about to close its loan with a consortium of banks, BCT provided a loan guarantee that allowed the workers to buy equipment.

Just a few months ago, when new equipment was needed, headquarters again guaranteed loans that kept the dream of a worker-owned plant alive. "Without their help, we could have gone under at any time," said Papa.

The effort that resulted in City Pride began in 1989, after some 15 years of corporate mergers and hard economic times had destroyed 11 wholesale bakeries in the city. Braun was owned by Continental Baking Company, whose parent was ITT Corp. until it was sold in 1984 to Ralston Purina. The company closed 20 bakeries, including Braun, where the 1989 shutdown put some 250 BCT members into the streets.

"Closing down the Braun Bakery was the last straw," Papa said. "I refused to accept the idea that mergers and acquisitions and throwing people out on the streets was the right thing to do. I developed some arguments, pointing to the loss of a tax base, community blight and of course, the loss of jobs."

Papa and the union began making plans to start a new bakery financed through an employee stock ownership plan. Because of the union's experience in keeping a Nabisco plant and a Clark Candy plant open, Papa said, it knew the steps to pursue.

Tom Fitzpatrick/Visual Perceptions

**A can-do attitude** helped BCT members build an employee-owned bakery in Pittsburgh.

**Sam Papa** displays City Pride loaf sold under the Giant Eagle brand. The bakery's agreement with Giant Eagle helped guarantee its success.

ESOPs are drawing renewed attention from unions as a way of keeping failing companies alive during the current Bush-Reagan recession. AFL-CIO Secretary-Treasurer Thomas R. Donahue, addressing a union seminar on ESOPs, compared them with fire — a faithful servant but a cruel master. He urged interested trade unionists to pursue ESOPs — but with their eyes wide open on potential pitfalls as well as benefits.

Local 12 reached out to the Steel Valley Authority, which provided crucial technical help in applying for loans and grants. The religious community, neighborhood action groups, businessmen and politicians banded together to help the workers realize their dream of an employee-owned bakery.

Armed with a city- and county-financed feasibility study that showed the bakery could gain a sizable market share and that Pittsburgh was the largest metropolitan area without a major bakery, the union put together a management team headed by Curtis, 59, a 35-year veteran of the baking business and an executive of San Diego-based Fornaca Bakery.

With the support of Local 12, Curtis signed up City Pride's first customer — Giant Eagle supermarkets — before the first oven was installed. Giant Eagle is the largest grocery chain in Pittsburgh and sells nearly half of the bread sold annually in the city. Half of that bread is sold under the company's own label.

Giant Eagle dropped its out-of-town private label supplier for City Pride, which promised to provide a wider range of breads at lower cost. That agreement alone will provide almost twice the revenue City Pride needs to turn a profit.

The Penn Traffic Co., which has 90 convenience stores in the area, has agreed to carry City Pride breads, as have Riverside stores. And over the past year, a volunteer sales force led by the unemployed bakery workers obtained verbal orders from hospitals, universities, pizza shops, neighborhood groceries and Pittsburgh's public schools.

The factory began with 71 employees — including some 50 from the Braun plant — who will own 10 percent of the business. Over the next five years, the work force should grow to more than 300, Papa said, with the bulk of the new workers coming from the city's job training program. The workers expect to buy a 30 percent stake by 1996 and eventually gain at least a majority share, he said.

Symbolic of its community roots, City Pride plans to provide the workers with subsidized day care, a subsidized lunchroom and after-shift classes in literacy and business ownership.

The $10 million in financing for the project came from the workers, the state, county and city, two venture capital firms — Point Venture Partners of Pittsburgh and Zero Stage Capital of Boston — and a consortium of financial institutions led by Mellon Bank. The banks were the biggest lender at $3 million, followed by the venture companies at $2 million.

The state loaned $1.1 million, while the city and county accounted for $450,000. The religious community contributed $315,000 and the National Cooperative Bank loaned the workers $275,000 for an initial 10 percent share of the stock.

The current board of directors includes Curtis, Papa, representatives of the two venture capital companies and a community representative.

# ECONOMY

# Trade deficit soars on wave of record imports

## *Manufacturing shortfall worsens*

**By John R. Oravec**

A record flood of imports drove up the nation's foreign trade deficit 16 percent in July to $7.8 billion, the highest level in 20 months.

Exports declined for the third time in four months to $37.3 billion while imports surged to an all-time high of $45.2 billion, the Commerce Department reported.

Even more destructive to the deteriorating U.S. industrial base was July's trade deficit in manufactured goods, which surged by $4 billion to $9.7 billion, AFL-CIO trade specialist Mark Anderson pointed out.

Worse are concerns that the currency crisis in Western Europe could severely curtail U.S. exports in coming months and further deepen the country's trade deficit.

U.S. exports of factory products plummeted from $31.1 billion in June to $27.2 billion in July, induced by a steep $1.1 billion dive in airplane shipments.

Over the past four months, the U.S. merchandise trade deficit has averaged $7.2 billion, Anderson noted. At that rate, the nation's trading shortfall could exceed $80 billion this year — well above the 1991 trade deficit of $65.4 billion.

In the first seven months of the year, the United States ran up a seasonally adjusted trade imbalance of $43.4 billion, up 20 percent from the $36.1 billion shortfall in the comparable period of 1991.

The Commerce Department data showed that, before seasonal adjustment, the overall trade deficit surged by $3.5 billion in July to $10.1 billion, the highest monthly imbalance since November 1990.

Reacting to the weakening U.S. trade peformance, Sen. Paul S. Sarbanes (D-Md.) said, "The Bush record on international economic policy is no more impressive than his record on the domestic front."

House Majority Leader Richard A. Gephardt (D-Mo.) added, "George Bush's export engine is coming to a halt. The real growth rate in exports has been declining since he became president."

The U.S. trade imbalance widened with most major industrialized countries. The sharpest increase was with Western Europe, rising to $1.1 billion from $0.1 billion in June. But the biggest trade shortfall remained with Japan, climbing by $500 million to $3.9 billion in July.

In the first seven months of 1992, the United States accumulated trade shortfalls with all major exporting countries: Japan, $25.8 billion; China, $9.3 billion; Taiwan, $5.6 billion; Canada, $3.6 billion; Germany, $3.3 billion; Italy, $1.7 billion; and Saudi Arabia, $1.6 billion.

During the same period, the Commerce Department recorded surpluses with Eastern Europe and former Soviet nations, as well as with Mexico, Australia and Egypt.

The best U.S. trade performance for manufactured goods was in advanced technology products with shipments of $8.1 billion and imports of $5.9 billion, resulting in a surplus of $2.1 billion in July. Even so, that was a sharp drop from the June surplus of $3.4 billion.

The United States continued to run a surplus on agricultural commodities with a balance of $2.4 billion in July for a total of $10.2 billion for the first seven months of 1992.

## Significant statistics

Source: Department of Commerce

With imports pouring in at a record clip, the U.S. foreign trade deficit widened to $7.8 billion in July and was nearly 40 percent more than the year-ago month, according to data from the Commerce Department. Meanwhile, a $4 billion increase in the deficit of manufactured goods in July came almost exclusively from a drop in exports.

| | |
|---|---|
| **Consumer prices (CPI-W)** | |
| August | +0.4 percent |
| **Retail sales** | |
| August | -0.5 percent |
| **Industrial production** | |
| August | -0.5 percent |
| **Capacity utilization** | |
| August | 78.5 percent |
| Change over month | -0.5 percent |
| **Initial UI claims** | |
| Week of Sept. 5 | 400,000 |
| Change over week | +6,000 |

AFL-CIO NEWSGRAFIC

# Indicators continue to lag as recession shows no letup

The nation's economy remained stagnant in August and early September as the Bush recession entered its 27th month without any signs of a rebound in the near future — and without any sign of the direct job creation measures that government has taken to end previous recessions.

Government agencies recorded significant declines in industrial production, capacity utilizations and retail sales, along with increases in new filings for jobless insurance. The cost of living rose 0.4 percent for wage earners in August.

- Last month, the combined output of U.S. factories, mines and utilities slipped 0.5 percent, the sharpest drop since the start of the year, the Federal Reserve reported.

Analysts said that even by discounting the impact of Hurricane Andrew in Florida and Louisiana and the UAW strike at General Motors Corp., overall production declined about 0.3 percent.

In manufacturing, the output of durable goods was unchanged while nondurable goods declined 0.7 percent. Output declined 1.3 percent in mining and 1.2 percent in utilities.

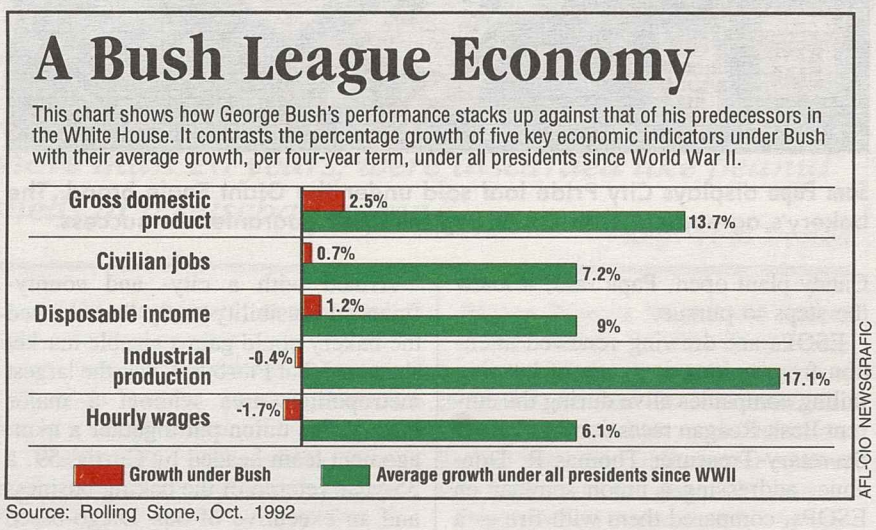
Factories, mines and utilities operated at 78.5 percent of capacity in August, the lowest rate in six months, and down from 79 percent in July. The Fed's data showed that overall factory use slumped to 77.5 percent, down more than 1 percentage point from August 1991.

- The Bureau of Labor Statistics reported that real weekly earnings rose 1.5 percent in August after a 0.2 percent drop in July. The August gain was attributed to a 1.2 percent rise in hours worked and 0.7 percent increase in average pay.

While real weekly pay of the average worker was 0.4 percent above August 1991, it still lagged far behind the rise in the cost of living over the long term. AFL-CIO economist Anne Draper noted that real earnings last month were 10.9 percent below August 1979.

- The consumer price index for urban wage earners (CPI-W) rose 0.4 percent, triggered by a 0.7 percent hike in food prices, BLS reported.

The index for all urban consumers (CPI-U) rose 0.3 percent. Both indexes were up 3.1 percent over the year.




Source: Rolling Stone, Oct. 1992

AFL-CIO NEWSGRAFIC

The rise in medical care costs slowed to 0.4 percent last month, but still outstripped the rise of other major components in the index with a 7.2 percent over the year.

Close behind was the rise in tuitions and education expenses, which increased 7.1 percent from August 1991.

- Retail sales fell 0.5 percent in August with much of the decline stemming from a 1.6 percent drop in durable goods — autos, home appliances and hardware.

Over the year, sales were running 3.8 percent higher but well below expectations as analysts noted that consumers are holding spending down because of a lack of confidence in the economy.

- First-time filings for unemployment benefits climbed backed to the 400,000 mark in week ended Sept. 5, the Labor Department reported.

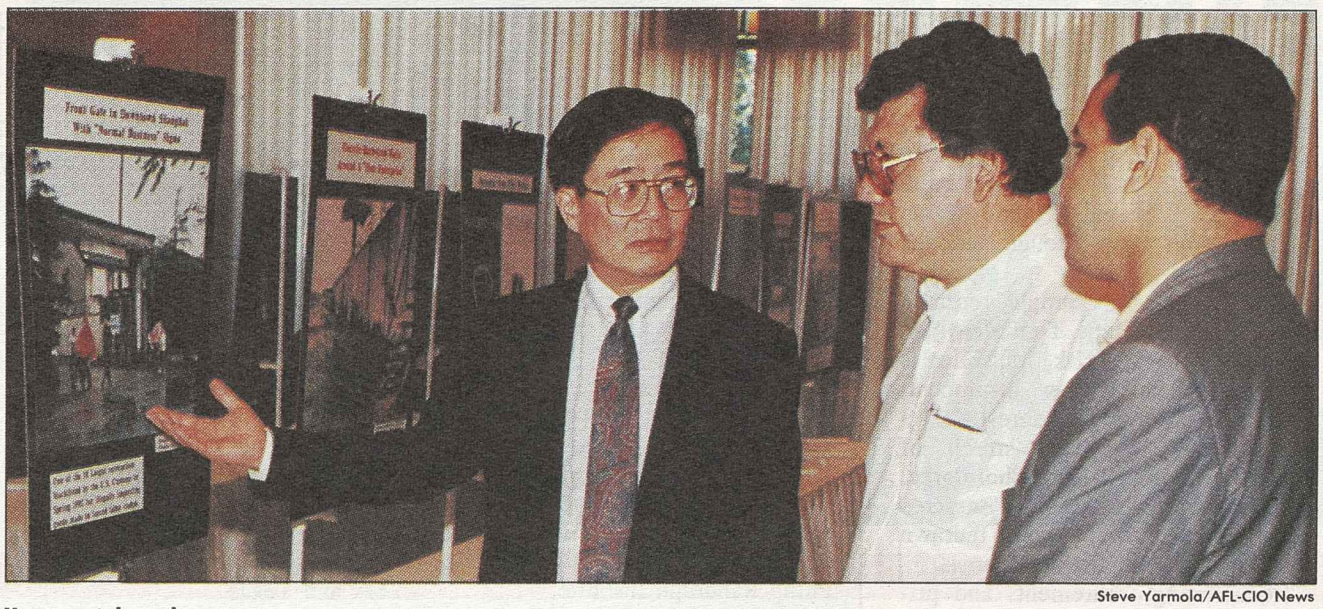
Except for a three-week stretch in August, initial jobless claims have been running above the 400,000 level through much of 1992.

At the weekly pace, more than 2 million newly laid-off workers have filed for unemployment benefits each month throughout most of the lingering Bush recession.

**— John R. Oravec**

# Newsmakers

President **G. Thomas DuBose** of the United Transportation Union was elected secretary-treasurer of the AFL-CIO Transportation Trades Department. He succeeds **V.M. "Butch" Speakman,** the former president of the Railroad Signalmen, who was named to the Railroad Retirement Board. DuBose's term expires in 1995.



Steve Yarmola/AFL-CIO News

**Human rights abuses** occurring in China's forced labor prison camps are documented in a series of photographs by Hongda Harry Wu, a former prisoner of the Chinese gulag. Wu, left, explains the degradation of the Laogai labor camps at the opening of his photo exhibition at the AFL-CIO headquarters. Wu is executive director of the Laogai Research Foundation, which is dedicated to exposing the conditions of the camps. "Millions of people languish in these secret gulags, where torture is routinely practiced," Wu said.

## AWARDS

The ninth Robert F. Kennedy Human Rights Award will be given to Malawian trade union leader **Chakufwa Chihana,** the RFK Memorial Center for Human Rights announced. Chihana, who was to stand trial in Malawi this month, already has endured five years of solitary confinement, brutal assaults and internal exile by the Banda regime for his fight to win democratic rights. He serves as secretary general of the Southern African Trade Union Coordination Council. The award honors individuals who fight against government oppression and for the disadvantaged.

AFL-CIO President **Lane Kirkland** was awarded the Congressional Black Caucus Foundation's 1992 Harold Washington Award on Sept. 26. The award honors the former Chicago mayor and is presented to individuals with demonstrated excellence in coalition building. In accepting the award, Kirkland noted that "throughout our long history of struggle against massive and entrenched power, trade union activists have sought to build alliances with all who share our values and our aspirations for social and economic justice."

**Edward T. Hanley,** president of the Hotel Employees and Restaurant Employees, was named to the board of directors of the Irish American Sports Foundation. The foundation, which builds recreational opportunities for Irish children, also announced that a gymnasium under construction in Dublin will be named for Hanley in recognition of his efforts with the foundation and other charitable organizations.

## DEATHS

**Leon Davis,** retired vice president of the Retail, Wholesale and Department Store Union and organizer and retired president of Local 1199, died Sept. 14 of heart failure at Long Island Jewish Medical Center. He was 85.

Davis, a former pharmacy clerk, in 1932 organized Local 1199, which joined with other local unions to form the RWDSU in 1935. He led the local for nearly 50 years, launching organizing drives in the 1950s and 1960s among New York hospital workers, who primarily were minority women.

Davis's campaigns in Charleston, S.C., where he was jailed twice in the 1960s, focused national attention on the low wages and standing of hospital workers. Organizing efforts later spread to hospitals throughout the nation.

RWDSU President Lenore Miller lauded Davis's "ability to energize not only this union but the entire labor movement in the struggle to bring decent wages and working conditions to health care workers."

Service Employees President John J. Sweeney, whose union represents some 60,000 former 1199 members, said Davis's "commitment to organizing the lowest-paid, most abused workers in our country will remain a challenge and an inspiration."

Survivors include his wife, Julia, and two daughters.

**Carl J. Megel,** former president of the AFT, died Sept. 18 of heart failure in Rockville, Md. He was 92.

Megel began his career as an officer of the Chicago Teachers Union and was elected AFT president in 1952. In addition to increasing membership, he led the union into expanded bargaining with school boards — then still a relatively new undertaking for teachers.

Megel headed the national union until 1964, then remained with the union as legislative director until his retirement in 1982.

AFT President Albert J. Shanker praised Megel as "the consummate organizer" who believed in the principles of the trade union movement, especially as they applied to teachers.

Survivors include his wife Beverly and two children.

**John William (Bill) Holder,** a retired staff representative of the Communications Workers who also served as the first executive secretary-treasurer of the North Carolina AFL-CIO, died Sept. 8 following a stroke. He was 71.

Holder joined CWA Local 3060 in Winston-Salem, N.C., and was elected local president in 1953. He played a key role in putting the CIO and AFL together in North Carolina in 1955 and served as state AFL-CIO secretary-treasurer until 1962, when he resigned to join the CWA national staff.

Survivors include his wife, Norma, and three children.

Raymond Crowell/Page One Photography

**State federation officers** in their annual meeting with AFL-CIO President Lane Kirkland were briefed on the newly published workbook to assist labor leaders in formulating economic development strategies at the state level. The 115-page manual, "Working Capitols — A Blueprint for State Economic Development," was produced by the Departments of Organization and Field Services and Economic Research, as well as the Public Employee Department. The workbook is made up of six booklets: Manufacturing Modernization, Worker Skill Upgrading and Training, Infrastructure Development, Business Finance, Human Investment, and Government and Economic Development. Copies are available from AFL-CIO Publications and Materials Office at $5 for the complete set or $1 for each booklet.

# Resources

## VIDEO

The following videos are available from the Labor Institute for Public Affairs. Mail orders to LIPA, 815 16th St. N.W., Room 206, Washington, D.C. 20006.

**Life After Andrew...Unions Lend A Hand** is a six-minute video highlighting union relief efforts for Hurricane Andrew victims. The catalog number is LVBS-025, and copies are available for $7.50 each.

**Decision '92: Clinton YES** can be purchased from LIPA for the following costs, which include postage and handling: 1-10 copies, $5 per video; 11 or more copies, $4 per video. Orders should include 6 percent sales tax.

## CONFERENCES

The Los Angeles County Federation of Labor and the Labor Center at Los Angeles Trade/Technical College are co-sponsoring **New Strategies for Labor,** Oct. 9-10 at the L.A. Trade Tech Grand Auditorium, 400 West Washington Blvd. For more information and registration, contact Lou Siegel at 310/276-5876 or John McDowell at 213/746-0470.

**Workers and Workplaces in the 90's** is the theme of the national conference sponsored by the AFL-CIO Human Resources Development Institute and the AFL-CIO's Metal Trades and Public Employee Departments. The conference, Nov. 17-18 at the Riviera Hotel, Palm Springs, Calif., will address ways of assisting workers affected by trade imbalances and cutbacks in the defense industry. For more information, contact Jim Templeton at 202/638-3912.

The AFL-CIO Organizing Institute and the Asian Pacific American Labor Alliance, AFL-CIO APALA, will hold a special joint **Asian Organizing Seminar** Oct. 16-18 in Ventura, Calif. The seminar is part of the Institute's regular apprenticeship program for new union organizers. For more information, contact Matthew Finucane at 202/842-1263.

Labor editors can sharpen communication skills at a conference Oct. 17 at the O'Hare Holiday Inn, Rosemont Ill., sponsored by the International Labor Communications Association, the Illinois AFL-CIO, and the Illinois State Labor Press Association. Registration fee is $35 for members; $75 for non-members. For more information, contact Judy Robbins at 202/637-5068 or Susan Williamson at 312/738-6100.

# COPE phone banks ringing across the country

**Continued from Page 1**

ton and Gore will carry over to other endorsed Democratic candidates on the ballot,'' Perkins said. ''Some of our friends are facing very tough elections this year.''

In Maryland, for example, redrawn districts have put Reps. Tom McMillen and Steny Hoyer at risk. McMillen is running against another incumbent, Republican Wayne Gilchrest, in a district that includes much of Gilchrest's home Eastern Shore area. The Republicans also have targeted Hoyer, whose district has been redrawn to include many Republican areas.

Redistricting, retirements and primary defeats could send as many as 150 new representatives to the House, Perkins said. While labor sees opportunities in this changeover, the COPE operation also is focusing on protecting strong labor supporters now under siege, such as Minnesota's Rep. Gerry Sikorski, Kentucky's Romano Mazzoli and Oregon's Rep. Les AuCoin, who is running to unseat Sen. Robert Packwood.

With 20 phones operating at the Electrical Workers Local 49 in Portland, union volunteers placed 1,500 calls in one night recently in support of AuCoin and Clinton/Gore. Similar efforts are under way all across the country, from Steelworkers headquarters in Pittsburgh to the Machinists building in Louisville, Ky., to the Carpenters hall in Columbus, Ohio, where a 50-phone bank just went into operation.

The Texas AFL-CIO is leading the charge in Bush's adopted home state with a statewide phone bank and targeted mailings on Bush's trade agreement with Mexico, among other issues.

Indiana has a statewide phone-bank network in 15 locations around the state, working feverishly to help underdog Democrat Joe Hogsett dislodge Sen. Dan Coats from Vice President Quayle's old Senate seat. Those callers also are giving a boost to Rep. Frank McCloskey, who is in a tough race, and Gov. Evan Bayh, who is favored to return to office.

Some 350 phone banks are operating in New York, including a fully automated one run by AFSCME. Labor is working to help Robert Abrams oust Republican Sen. Alfonse D'Amato, and to assist Nydia Velasquez, who beat out Rep. Stephen Solarz in the Democratic primary for a new minority district seat.

In Georgia, which Clinton and Gore toured by bus Sept. 23-24, labor is calling union members to support Democrat Tony Center in his race against Rep. Newt Gingrich, a vulnerable House leader who has been a scourge of workers.

Unions also are working hard for West Virginia Gov. Gaston Caperton, who is in a dead-heat with Republican Cleve Benedict. That race is complicated by write-in candidate Charlotte Pritt, who would only take away votes from Caperton.

Another wild card, former Republican Gov. Edwin Meacham, is raising hopes that labor-endorsed Democrat Claire Sargent can unseat Arizona Sen. John McCain, who was leading by only 10 points in the polls before Meacham became eligible. Sargent would be the beneficiary of the right-wing Meacham's entry.

Sargent is one of an unprecedented number of labor-endorsed women who could change the complexion of the male bastion Senate. Democrats Dianne Feinstein and Barbara Boxer continue to maintain their leads in races for California's two Senate seats, and Carol Mosley Braun has a commanding lead in Illinois.

Labor in Missouri, which figures to be a pivotal state in the presidential race, has high hopes for Democrat Geri Rothman-Serot, who is trying to unseat Sen. Christopher Bond, who opposed the Workplace Fairness bill and other pro-worker legislation in compiling a 25 percent COPE voting record.

In Washington, Democrat Patty Murray carries the COPE endorsement into battle for the Senate seat vacated by Brock Adams. Unions are helping Murray and the Clinton/Gore ticket through phone bank operations at the Washington State AFL-CIO in Everett, as well as in Spokane and Takoma.

In Pennsylvania, various unions are working for both Democrat Lynn Yeakel and Republican incumbent Sen. Arlen Specter after neither candidate was able to muster a two-thirds majority in the state AFL-CIO vote.

Montana could gain its first-ever woman governor, if labor has anything to say about it. Phone banks are up in Billings, Missoula and Great Falls to push the candidacy of Democrat Dorothy Bradley, as well as that of Rep. Pat Williams.

## *Several groups helping to register minorities*

Labor is working with various groups in major non-partisan registration projects to maximize the African-American and Hispanic votes in the November elections.

''After 12 years of national anti-labor, anti-minority policies, this could be a watershed year in labor's historic alliance with minorities, so mobilization of the black and Hispanic vote is critical and urgent,'' said Norman Hill, president of the A. Philip Randolph Institute.

APRI plans a nationwide voter registration drive targeted in states and cities where large African-American populations could determine the outcome of a close election. Key states where drives already have begun include Pennsylvania, New York, North Carolina, Georgia, Illinois, Michigan and Ohio, Hill said.

The Labor Council for Latin American Advancement also has non-partisan ''get out the vote'' campaigns in the nine states that contain 85 percent of the Hispanic population — Arizona, California, Colorado, Florida, Illinois, New Jersey, New Mexico, New York and Texas.

Special attention will be given to Texas and California, which together have more than 50 percent of the Hispanic population and 86 electoral votes, said LCLAA Executive Director Al Montoya.

The Southwest Voter Registration Education Project also has targeted Hispanics in 50 cities across South Texas. The group will use marketing techniques and a volunteer army of students, parents and teachers.

One innovative tactic is on-site registration at large public events like fiestas. Workers also are urging Hispanic voters in the San Antonio area to take advantage of an experimental ''early voting'' system, which allows voters to cast ballots at food stores for 17 days before the scheduled Nov. 3 election.

# INSIDE

VOLUME 37, NUMBER 20
SEPTEMBER 28, 1992

AFL-CIO NEWS


**1** ***NAFTA a 'disaster' for U.S. workers***

Congress should reject the proposed trade pact with Mexico because it would erode our industrial base and ship U.S. jobs south of the border, the AFL-CIO told a Senate panel.

**2** ***Philadelphia workers fight imposed pact***

AFSCME members are taking Mayor Ed Rendall to court after he sought to unilaterally impose a concessionary contract on the city's thousands of public employees.

**3** ***U.S. considering Food Lion charges***

The U.S. Labor Department is considering filing suit against Food Lion Inc. after an investigation verified UFCW findings of violations of overtime and child labor laws.

**1** ***AFL-CIO investing to rebuild Miami area***

The AFL-CIO will invest $60 million, mostly in union pension funds, to rebuild hurricane-ravaged South Florida and to create jobs, President Lane Kirkland announced.

**3** ***Veto-happy Bush kills family leave***

President Bush continued his cynical ''rule by veto'' by once again striking down the Family and Medical Leave Act, despite overwhelming support of the American people for the bill.

**4** ***Conferees lobby Hill for OSHA reform now***

More than 500 participants in the AFL-CIO's National Safety and Health Conference lobbied on Capitol Hill for reform of the Occupational Safety and Health Act.


UNION YES

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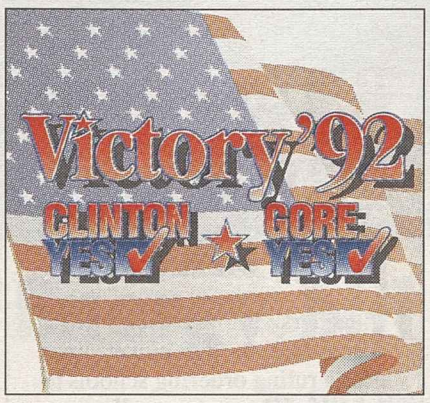


**Organized labor** plans a nationwide satellite rally for Bill Clinton and Al Gore. See special political report, **Pages 7-10.**


# AFL-CIO NEWS

VOLUME 37, NUMBER 21 — OCTOBER 12, 1992


# AFL-CIO insists: Dump NAFTA, start over

## *Clinton promises added remedies*

**By Michael Byrne**

Expressing disappointment with Democratic presidential candidate Gov. Bill Clinton's position on the Bush administration's trade pact with Mexico, the AFL-CIO vowed to continue its fight to get the deal renegotiated.

"Governor Clinton is going to win this election and he will do so with the energetic support of union members in every state," AFL-CIO President Lane Kirkland said. "But those workers and their unions are convinced that the agreement is seriously flawed and cannot be corrected by any method other than renegotiation."

The timetable on the North American Free Trade Agreement dictates that the issue not be settled until next year, when it will be addressed by the new 103rd Congress and perhaps a new Clinton administration.

House Majority Leader Richard A. Gephardt (D-Mo.) and other key legislators also have urged that the treaty be withdrawn and renegotiated. The agreement is a sharply drawn campaign issue between labor-endorsed House and Senate candidates who call for renegotiation and Bush supporters who want the treaty approved as drafted.

While backing NAFTA, Clinton said he would not sign legislation implementing the agreement until additional agreements are reached with Mexico and Canada to protect labor standards, worker safety and the environment, as well as authority to act in case of "import surges." He also called for congressional action on worker dislocation assistance and other programs to offset harmful aspects of the treaty.

IUE photo

**In San Antonio,** union members demonstrate at the ceremonial initialing of the NAFTA accord.

Kirkland, in his Oct. 5 statement, said, "While the social and economic problems Governor Clinton has proposed to correct cry out for action, there are many specifics of the agreement that will harm U.S. workers and consumers.

"The Bush agreement will cause the loss of U.S. jobs and we continue to believe that the agreement should be withdrawn and renegotiated," he said.

### Protests against treaty

Underscoring this position, hundreds of trade unionists rallied against President Bush's version of the treaty at Bush campaign stops and at the ceremonial initialing of the accord Oct. 7 by Bush, Mexican President Carlos Salinas de Gortari and Canadian Prime Minister Brian Mulroney in San Antonio.

At an Oct. 3 rally in El Paso, Texas, Bush's vision of free-market forces unleashed through NAFTA was assailed by Jim Baker, Kirkland's executive assistant, who said the trade pact does, in fact, interfere in the market, "protecting the powerful and exposing the weak to the full force of competition."

"We don't have the luxury of standing idly by while union members are crushed by market forces in order to pursue some crazy experiment," Baker said. He called for a cooperative effort toward balanced economic growth, rather than a fast track to open markets.

"A quick fix will not work," he said. "Investment in infrastructure, health care, education and training and the environment must be part of a package that brings economic development and an expansion of trade combined with growth in the power to purchase goods."

Citing the horrible working conditions and low wages in the maquiladora plants along the border, Baker said, "NAFTA is not a prescription for economic development in Mexico, it is

**Continued on Page 6**

# Media spotlight helps labor kill Bush job export ploy

**By James B. Parks**

After years of campaigning against the use of tax dollars to promote the export of U.S. jobs overseas, labor scored a major congressional victory thanks in large measure to two popular television news programs.

The House of Representatives on Oct. 5 followed the Senate in passing an amendment to the Foreign Operations bill that prohibits the use of tax dollars to promote or assist the relocation of jobs overseas and requires that countries receiving developmental aid adhere to internationally recognized worker rights.

In another labor victory, lawmakers stipulated in authorizing funds for the Overseas Private Investment Corp. (OPIC) that anyone receiving a loan or insurance from the agency must adhere to workers' rights in the country where the investment is made. OPIC also must determine beforehand and monitor whether U.S. jobs will be lost as a result of the investment.

Congress acted after extensive media attention to the problem, including reports on CBS's "60 Minutes" and ABC's "Nightline." Those programs picked up on a study by a coalition of 21 unions co-chaired by Presidents Jack Sheinkman of the Clothing and Textile Workers, Owen Bieber of the UAW and George Kourpias of the Machinists.

The study showed how the Agency for International Development and other federal agencies spent more than $1 billion in the last 12 years to get American industries to relocate their factories and jobs in low-wage export

**Continued on Page 5**

**"Rosa Martinez** produces apparel for U.S. markets on her sewing machine in El Salvador. You can hire her for 57 cents an hour." That offer, extended to American manufacturers in several trade magazines, was part of an advertising campaign paid for by the U.S. Agency for International Development that used U.S. tax dollars.

# Philadelphia contract blunts budget ax

By Sharolyn A. Rosier

Standing up to the budget ax of Philadelphia Mayor Ed Rendell, AFSCME members won a tentative four-year contract with the city following a 15-hour lockout.

The city employees returned to work pending ratification votes by mail ballot. The boards of the two affected AFSCME district councils voted Oct. 6 to recommend acceptance of the agreement.

Rendell had unilaterally imposed "new" contract terms on Sept. 23. While rejecting that move, AFSCME members stayed on the job and kept negotiations alive until 12:01 a.m. Oct. 6.

"Rendell's previous offers stripped every shred of dignity from this union," said Thomas P. Cronin, president of District Council 47.

"This agreement resolves the outstanding differences that triggered the union's actions," said District Council 33 President James Sutton. "The city guaranteed no reprisals or loss of pay for members who reported to work in a reasonable amount of time."

"Our members understood we would have to give concessions, but they were unwilling to cave in to Mayor Rendell's unreasonable demands," said AFSCME President Gerald McEntee. The tentative agreement provides a two-year wage freeze, a 2 percent raise in the third year and 3 percent in the fourth.

The contract retains rights for workers on the job, continues benefit levels and maintains a level of dignity for these workers who provide the city services, the union said.

The proposed agreement retains life insurance for retirees, funding for the legal services plan, the performance rating system, longevity bonuses for all employees, and control of the health and welfare fund, which the city had tried to take over.

Rendell's "last, best offer" sought unilateral layoff rights. Under the new agreement, the city can lay off workers only if it demonstrates to the union its need for deficit relief.

The agreement also specifies that Rendell cannot contract out city jobs without consulting with the union and proving the value of the move.

The city wanted to reduce 20 sick leave days to 12, but workers will retain their current level of sick leave, while future employees will get 15 sick days.

Rendell's original plan would have cost each city employee $8,000 in lost wages and benefits over the next four years.

The dispute began in February when Rendell released a five-year plan that called for $508 million in labor concessions. Months of negotiations prior to the contract deadline produced no real progress.

Contracts with the blue- and white-collar unions expired July 1 but were extended by a fact-finding order from the Pennsylvania Labor Relations Board.

Workers were barred from striking and Rendell was prohibited from imposing new contracts while neutral fact-finders studied the dispute and developed non-binding recommendations. However, the state supreme court reversed the fact-finding order.

At the request of AFSCME, the AFL-CIO Strategic Approaches Committee assisted in the effort and members of the committee, along with Secretary-Treasurer Thomas R. Donahue, met with Rendell to urge him to bargain in good faith. The AFL-CIO also assigned staff to assist AFSCME.

"Without the help of the AFL-CIO Strategic Approaches Committee — the entire labor movement — this agreement could not have been achieved," McEntee said.

An examiner will hear testimony Oct. 16 on the union's complaint that Rendell illegally bypassed the union leadership when he mailed to city employees copies of the final contract offer and packets of information about a new city-run health plan.

# Press owners selling paper, 'selling out city'

By James B. Parks

After failing to negotiate in good faith with striking workers, the owners of the Pittsburgh Press have put the newspaper up for sale. That decision confirms the company's hidden agenda in the contract talks, union leaders said.

The announcement by the Cincinnati-based E.W. Scripps Co. that it was selling the Press prompted Pennsylvania Gov. Robert Casey to call for mediation of the dispute with the assistance of former Labor Secretary Bill Usery.

"The company sold out the community when it tried to eliminate good jobs, forced its workers out on strike, and refused to negotiate a fair contract," said Teamsters President Ron Carey. "Today, this out-of-state corporation is betraying the people of Pittsburgh once again."

Carey, who had called for binding arbitration in the strike, said the best mediator in the world cannot bring an agreement unless both sides are negotiating in good faith, which Scripps has refused to do. The talks broke off when the Press refused to accept a neutral third-party arbitrator.

"Throughout these long negotiations, the union has responded to the company's demands with serious proposals for reaching a settlement...but the company ignored our offers," Carey said. "Instead, they kept changing their demands. Our team would charge toward the goalpost, only to find the company had pulled it up and moved it farther back. This company did not want an agreement."

About 600 members of IBT Local 211 struck the paper May 17 after months of futile negotiations, unfair working conditions and threats of layoffs. The company responded by locking out the other unions.

The strike began on the day the Press planned to unilaterally institute a new delivery system for the Press and Pittsburgh Post-Gazette, which it distributes under a joint operating agreement. The Press had said it wants to replace 4,500 youth carriers with adult carriers who would pick up the paper at centralized points, throwing some 450 IBT drivers out of work.

The company's effort to achieve major union concessions was, said Local 211 President Joe Molinero, "in retrospect, an effort to make the company a more attractive property to peddle rather than a serious effort to address the Press' future economic problems."

The last offer the company put on the table would eliminate hundreds of jobs and provide the remaining employees with no wage increase and no cost-of-living increases, Molinero said. Employees would have to pay part of their health care costs. The company also planned to stop paying for retiree health care benefits. In return, the workers would receive a one-time bonus of $1,200, he said.

Scripps has hired First Boston Corp. to handle the sale. Several media companies are rumored to be interested. The Newspaper Unions Unity Council, which represents the 10 unions at the Press, will consider a feasibility study on an employee buyout of the paper, said council coordinator George Curtin.

Besides the IBT, the unions involved include printing pressmen, paper handlers and plate makers from the Graphics Communications Union, a mailers local and typographical division of the Communications Workers, Service Employees, Electrical Workers, Operating Engineers and Machinists. The Newspaper Guild represents workers at the Post-Gazette, but not the Press.

# R.I. teachers defy court in walkout

Teachers in Warwick, R.I., returned to the picket lines after a ruling ordering schools to reopen while contract talks continued was reversed by the state supreme court.

Nearly 1,000 teachers resumed their strike despite a court warning that fines and jail sentences will be imposed beginning Oct. 8. Pickets marched outside the city's three high schools and the administration building.

Two weeks into the strike, a superior court judge ordered the schools to open for the city's 12,000 students, with teachers working under the terms of last year's contract.

That ruling freed 18 teachers who were jailed for ignoring an earlier order to return to work, but fines of more than $16,200 levied against union teachers were retained. Classes got under way Sept. 16.

When the state supreme court overturned that ruling, union members voted to picket rather than return to work without a contract.

Negotiations are continuing and Gov. Bruce Sundlun has met with union officials, the school committee and a state mediator in an effort to end the strike.

In Detroit, teachers approved a two-year contract, ending a strike that began Aug. 31.

The agreement, covering 10,600 teachers, provides a 4 percent raise in the first contract year, with a 3 percent raise in the second year contingent upon the city gaining authority to sell delinquent tax notes.

Full-time workers will retain health care benefits and newly hired teachers will pay 10 percent of their health care premiums.

Other gains include a school agreement to buy additional classroom books for students in grades 1-5 and a stipend to compensate athletic coaches for extra hours.

The agreement establishes a labor management committee to look into ways to reduce class size.

The contract also recommends that funding issues be resolved by March for the future school year.


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# LEGISLATION

# Energy bill saves miners' benefits, creates jobs

By Mike Hall

In its final flurry of activity before adjournment, Congress passed an energy bill that would shore up health care benefits for some 200,000 retired coal miners and their dependents while also creating tens of thousands of new jobs.

The retired miners' health protection is included in H.R. 776, which also is expected to create jobs in the decades-long efforts to clean up federal uranium enrichment sites. The House passed the bill by a huge 363-60 margin Oct. 5 and the Senate followed suit with a voice vote on Oct. 8. President Bush is expected to sign the legislation.

The miners' benefits legislation, introduced as an amendment to the energy bill by Sen. Jay Rockefeller (D-W.Va.), was the product of an intense labor lobbying effort and political negotiations.

The Senate action "represents an historic victory for coal field families," said Mine Workers President Richard Trumka. "By passing this legislation, the U.S. Congress is saying that this nation will honor its covenant with America's coal mining families."

The employer-financed Health and Retirement Funds suffered record deficits as an increasing number of mining companies went bankrupt or abandoned their retirees.

Under an agreement hammered out with the White House by Sens. Rockefeller and Wendell Ford (D-Ky.), existing companies that abandoned their retirees must pay into a newly combined fund while surplus funds collected for mine lands reclamation and surplus UMWA pension funds will be used for retiree health care.

The current level of benefits will be maintained for all retirees. A new "reachback" formula will be used to trace employers responsible for retired miners' benefits.

The fight over the benefits had stalled the complex energy legislation as the administration and some GOP senators balked at Rockefeller's original provisions to provide funds for the retired miners, which were recommended by a blue-ribbon panel appointed by former Labor Secretary Elizabeth Dole.

Earlier this year, President Bush vetoed a tax bill that contained similar provisions and threatened to veto the entire energy bill over the retirees' health benefits language.

The new jobs will be created with the establishment of a federally owned corporation with responsibility for operating U.S. uranium enrichment and production facilities. Those facilities currently are operated by private firms under contract to the U.S. Department of Energy.

The workers at these plants are represented by the Steelworkers and the Oil, Chemical and Atomic Workers, as well as several building trade unions. The bill contains basic worker protections, including transition language covering benefit packages, hiring rights, health care and pension benefits.

The bill also protects the collective bargaining agreement during transition and ensures workers coverage under the Occupational Safety and Health Act, the Davis-Bacon Act and the Service Contract Act.

In one of its last major actions before it adjourned, the Senate passed a tax bill, H.R. 11, opposed by the AFL-CIO, by a 67-22 margin. The House already had barely approved the bill on a 208-202 vote.

Drafted originally as a $5 billion response to the Los Angeles riots, the legislation ballooned into a Christmas tree of tax breaks for businesses and the wealthy. "There is little in this bill which will provide any type of real relief for the major problems America's urban areas face," McGlotten said.

Bush had promised to veto the bill, reportedly because of certain "revenue raisers" included in the legislation that could be considered as tax increases in an election year. However, those increases were aimed solely at high-income Americans.

## *Cable TV override breaks Bush veto string*

President Bush was licking his wounds after losing his first veto battle over a cable re-regulation bill that the AFL-CIO supported.

The lawmakers broke Bush's string of 34 successful vetoes when the House overrode his veto of the Cable Television Regulation Bill (S. 12) by a 308-114 vote Oct. 5. Hours earlier, the Senate had voted 74-25 to override the veto.

The override came despite several days of intensive White House arm-twisting of key GOP senators. Bush came firmly down on the side of cable operators who have raised rates rapidly since the industry was deregulated in 1984. Rates grew by 56 percent in the past four years.

The legislation protects consumers by regulating cable rates, strengthens the economic viability of free over-the-air television and the jobs of tens of thousands of workers.

The bill allows the Federal Communications Commission to set rates for basic services where cable companies operate as monopolies, affecting about 99 percent of the communities served by cable.

"The cable legislation is supported by a broad coalition of workers, consumers and senior citizens whose cable rates have escalated out of control in recent years," AFL-CIO Legislative Director Robert M. McGlotten said in a letter to Congress. "The time has come for Congress to end the abuses of the cable television industry."

Democratic presidential candidate Bill Clinton said he would have signed the bill, and vice presidential candidate Sen. Al Gore (D-Tenn.) left the campaign trail to return to Washington to vote to override the veto.

"This is a tremendous victory for consumers," said Gene Kimmelman of the Consumer Federation of America. "Congress has rejected election year politics and voted to protect consumers from the excess of cable monopolies."

# Family leave fails again as Bush veto holds

By Colleen M. O'Neill

Family and medical leave legislation, obstructed once more by President Bush and his congressional allies, has failed to gain enactment by the 102nd Congress.

The bill's fate was determined by a 258-169 vote in the House, 27 short of the two-thirds needed to override Bush's veto. The Senate a week earlier voted to override the veto by a 68-31 margin.

The AFL-CIO called Bush's veto callous, noting that he was telling American working people to practice "family values" by giving up their jobs.

The act would have allowed up to 12 weeks of unpaid leave per year for the birth or adoption of a child or a family member's serious illness. It also would have continued pre-existing health benefits and guarantee a worker his or her job back following the employee's return to work. It would have applied to companies with 50 or more employees.

Bush's "inexcusable disregard of the needs of working families" is clearly evident in the veto of such a measure that would provide job security at no cost to the federal government and minimal cost to employers, the AFL-CIO said.

Bush's position stands in stark contrast to that of Democratic presidential candidate Bill Clinton, who points out that 72 other nations around the world have some form of leave policy to help families meet their responsibilities at home and on the job.

Bush's veto is "bad for American families and...bad for America's workplaces," Clinton said.

Democratic vice presidential candidate Sen. Al Gore has been a consistent backer of the Family and Medical Leave Act, supporting the bill every time it has come up for consideration in the Senate.

The need for family and medical leave is becoming increasingly evident in modern society. About 66 percent of mothers with school-age children are in the paid labor force; over half of mothers with infant children work outside the home; one of every four families is headed by a single parent; and many workers are finding they must care for their parents as well as their children.

Government studies have shown the legislation would cost business very little — perhaps $5.30 per year per employee, according to a General Accounting Office report. A Small Business Administration study reported that it would be cheaper for employers to grant leave than to hire and train a replacement worker.

Just before vetoing the measure, Bush had offered a last-minute substitute that would have provided tax credits for businesses that provide leave. The plan was described by Sen. Christopher Dodd (D-Conn.) as "a weak, last-minute attempt to cover someone's backside."

The fight for family leave began in 1985 with the introduction of the Parental and Disability Leave Act. Congress adjourned in 1986 before taking any action on the bill.

Hearings were held around the country in 1987, depicting the intense need for the legislation, but again no action was taken.

The Family and Medical Leave Act made it to the Senate floor in 1988, but died before a vote.

Several committees in both houses of Congress approved the measure in 1989, but no floor action was taken. Finally, in 1990, FMLA passed the House by 232-195 and the Senate by voice vote, but President Bush vetoed the bill.

The House sustained that veto.

The legislation vetoed this year was the result of a compromise between Democrats and Republicans who favored a national leave policy, some form of which has been enacted by 72 other nations.

Unfortunately, many Southern Democrats joined with Bush's Republican allies in the House to keep the bill from becoming law.

## *Panel: Clinton plan good for U.S. health*

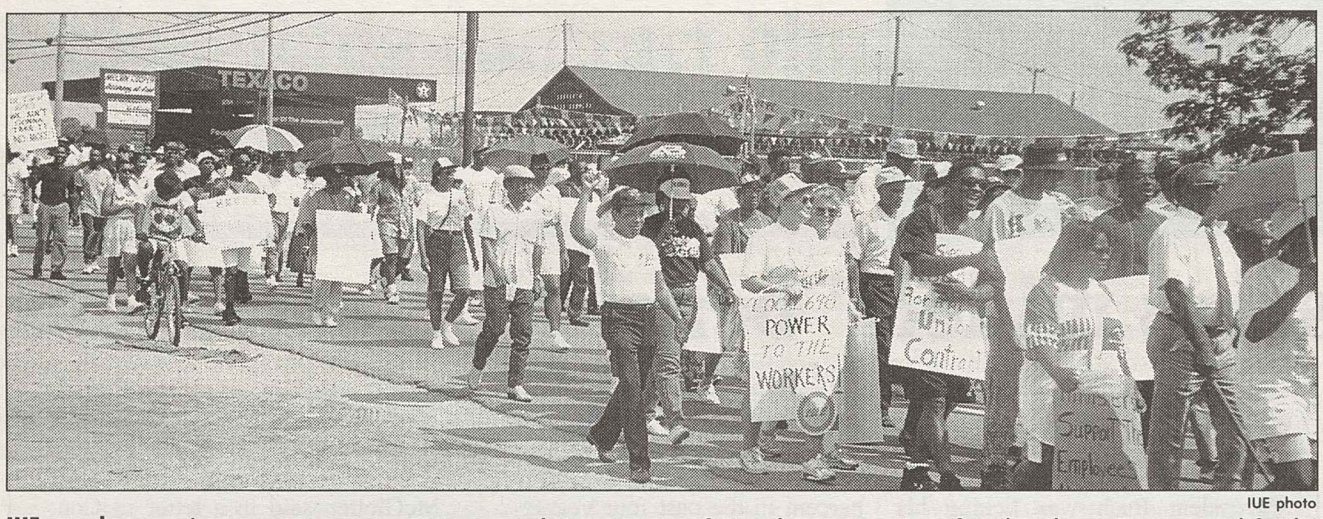
A non-partisan panel has concluded that Gov. Bill Clinton's health care plan would save American families much more money than would President Bush's plan.

And the Clinton plan would cover everyone, which the Bush proposal would not.

The study of the Bipartisan Panel on Presidential Candidates' Health Plans, formed by Families USA, shows that Clinton's reforms would produce cumulative savings of $745.7 billion from 1993 to 2000 and $2.5 trillion from 1993 to 2005. The Bush plan would save $156.9 billion in the 1993-2000 period and $353.3 billion from 1993-2005.

For American families, that translates into $1,179 saved by the end of the decade, and $2,267 by 2005, under the Clinton plan.

Clinton's plan would guarantee access for every American to a basic package of benefits, including doctors' visits, hospital care, prescription drugs and preventive medicine. Bush's plan would leave more than 26 million Americans without coverage by 2000, the panel said.




IUE photo

**IUE members** and community supporters march in protest of Hood Furniture's refusal to bargain in good faith.

# Community rallies with unionists

**Jackson, Miss.**

Electronic Workers at the Hood Furniture plant, who have worked for three-and-a-half years without a contract, received a big boost Sept. 28 when labor, civil rights and religious leaders joined them in a call for the company to bargain in good faith.

Leading a three-mile march from the Hood factory to the state Capitol building were Mississippi AFL-CIO President Neal Fowler, Southern Christian Leadership Conference Director Dr. Joseph Lowery and Mississippi civil rights leader Dr. Aaron Henry.

"Hood refuses to agree to a contract that's fair and reasonable," said Willie Rudd, president of the IUE Furniture Workers Division. "We're only asking that the workers be treated with a hint of human decency. Instead of addressing many serious problems, the company is trying to hide the fact that trouble exists."

Hood workers receive wages that are well under industry standards and many employees can't afford health coverage. "Workers who do become ill not only can't afford to see a doctor, but they can't miss work either since they are given no sick leave," Rudd said.

Workers complain of major health and safety violations, including rats, roaches, snakes and a roof that leaks over electrical equipment that employees operate.

"Hood employees are sick and tired of being sick and tired," Rudd said. "They're tired of being worked like mules, treated like dogs and paid like fools."

The workers compare the conditions at Hood to those at Imperial Foods in Hamlet, N.C., where a fire killed 25 workers in September 1991. "The only difference between Hood and Imperial is the locks on the doors," said IUE District 7 President Michael Bindas.

Rudd has asked for several surprise OSHA inspections.

IUE Secretary-Treasurer Ed Fire called the Hood situation "nearly unbelievable because of the company's malicious and mean-spirited treatment of the workers. This situation must be resolved immediately."

# Solidarity pays off in organizing victories

## *Rubber Workers add 1,800 in Texas plant*

**By Candice Johnson**

The Rubber Workers, Communications Workers and Utility Workers all scored major organizing victories at work sites from New England to Texas.

Some 1,800 workers at Tyler Pipe Industries in Tyler, Texas, won the right to be represented by the URW in a representation election campaign that was long on labor solidarity and community support. The vote was 974-751.

URW locals in the area, as well as the Tyler AFL-CIO and federation field staff, joined in the campaign, which featured "Union Yes" radio ads, statements of support from community religious leaders and a lot of hard work, the URW said.

Union supporters at Tyler Pipe highlighted the productive working partnership between URW Local 746 and the Kelly Springfield Co. as an example of how unionism benefits workers and management, when companies are genuinely interested in a work force with higher morale, less turnover and better productivity.

The URW's program is built around "positive organizing," using educational tools to prepare employees to respond to an employer's negative tactics, URW President Kenneth Coss said.

The newest members of the Communications Workers are 1,000 clerical and technical workers of the Port Authority of New York and New Jersey, who voted for union representation by 422-355 in a tough campaign.

Concerned about a lack of raises, restrictions on the use of sick time and fair standards for promotions, workers voted in CWA Local 1032 in an election directed by the Port Authority Employment Relations panel.

The Port Authority workers, mostly women, kept the drive alive by talking union, handbilling, answering questions and holding workplace meetings, said CWA Local 1032 staff member Anne Janks, who joined the campaign.

Making the effort even more difficult was the number of job sites and job classifications. Included in the unit are workers at the Manhattan bus terminal; the area's three airports; bridge and tunnel operations; and office complexes in Jersey City and other sites, with titles ranging from junior clerk to supervising office assistant.

Workers at New Hampshire's Seabrook Nuclear Power Plant voted 131-88 for representation by the Utility Workers in a National Labor Relations Board election.

The more than 200 production and maintenance workers wanted a strong voice to address their concerns — about wages, benefits, grievances and working conditions — and sent that message to Seabrook management, said Leo Sheehan, who led the UWU organizing drive. The local now is preparing for contract negotiations.

Workers' concerns included high job stress, support in disciplinary situations involving the Nuclear Regulatory Commission and other management changes.

Utility Workers President Marshall Hicks noted that the union has built a good working relationship with many of the utility companies that jointly own Seabrook and expressed hope that "this spirit of cooperation" would continue when talks begin at Seabrook.

UWU also represents nuclear workers at plants in Maine, Massachusetts, New York and California.

## *SEIU nurses win first contract*

**Miami**

Six months of tough bargaining won a first contract — and the first pay raise in three years — for registered nurses at Jackson Memorial Hospital.

The agreement covers 2,150 RNs, members of Service Employees Local 1991, which organized just last year.

In a breakthrough for worker protection, the settlement includes safety standards to help prevent the accidental transmission of deadly viruses from patients to workers and to guard against outbreaks of other contagious diseases.

The contract requires the hospital "to offer state-of-the-art protection for workers and patients against bloodborne diseases like tuberculosis, hepatitis B and the HIV virus," the union said. It also establishes labor-management committees on the quality of nursing care and nurse career development.

Ratified by an overwhelming majority of nurses and approved by the Public Health Trust and Dade County Commissioners, the contract boosts wages for experienced nurses by 12.8 percent over the next 12 months and provides an additional 3.5 percent salary increase.

Nurses in special classifications, including midwives, nurse anesthetists and nurse practioners, will receive additional increases. Under a salary "reopener" provision, all RN pay scales will be increased effective Oct. 1, 1993.

The settlement also provides new promotional opportunities for entry-level RNs, adds a uniform allowance and education bonus plan and improves shift differential pay.

# Building trades, Bechtel sign innovative pact

**By Sharolyn A. Rosier**

AFL-CIO building trades unions signed a new cooperative agreement with Bechtel Construction Co., the nation's largest employer of union construction workers.

The agreement, called the National Alliance, represents a departure from previous national labor agreements by focusing on many of the less traditional areas of the bargaining process such as quality management, workplace safety and workers' compensation.

"Construction is a rapidly changing industry and the building trades are constantly looking for responsive labor-management approaches that will benefit both parties," said Robert A. Georgine, president of the AFL-CIO Building and Construction Trades Department. "Our aim is to develop a structure so that we can more effectively find solutions to problems."

Bechtel and union officials said the key to the new cooperative pact is a commitment by both labor and management to improve the construction process and to reduce the overall cost of construction on a given job.

The alliance will accomplish this through a series of initiatives addressing such issues as enhancing a skilled work force, utilizing quality management techniques throughout both organizations, attaining the best possible safety and environmental record and lowering workers' compensation costs.

"The National Alliance now completes the partnership cycle at Bechtel," said Bechtel President Terry Farley. "We already had partnerships with owners and suppliers, and now we have one with labor."

While the new alliance will be administered by Bechtel's senior management and by the general presidents of the building trades unions, joint labor-management efforts also will take place concurrently at the local and jobsite levels, Farley said.

Building trades unions and Bechtel also will work together when marketing for future projects. The agreement will be implemented on current projects.

"The most important aspect of this new agreement is the application of the initiatives in the field," said Ken Hedman, BCC's vice president and manager of labor relations.

"Our collective efforts must provide those closest to the work process — craft supervisors and construction workers — with the tools and environment they need to attain the best possible safety record, to lower workers' compensation cost, and to find more efficient and productive ways to perform work for the benefit of our customers," Hedman said.

# Government appeals exposure limits ruling

The Labor Department Aug. 27 asked the 11th U.S. Circuit Court of Appeals to reconsider its July decision vacating permissible exposure limits for 428 hazardous substances.

The court said OSHA had not used a proper standard-setting procedure in formulating the rule, specifically citing the failure to document specific health risks and feasibility of each regulation for the industries affected by the rule.

The AFL-CIO initially had challenged the standards in court, arguing the exposure limits were not stringent enough.

# Unemployment dip masks long-term job loss

By James B. Parks

A tiny drop in the latest official unemployment figures disguises the continuing loss of jobs and the increase in discouraged workers, AFL-CIO President Lane Kirkland said.

"The only reason the unemployment rate isn't going up is that the labor market has been shrinking since June," Kirkland said. "People have given up looking for work because they know there are no jobs out there."

The Bureau of Labor Statistics reported that unemployment dropped 0.1 percentage points in September, from 7.6 percent to 7.5 percent, or about 2.1 points higher than it was when President Bush took office.

At the same time, the economy was shedding jobs at an alarming rate. Employers laid off 57,000 more workers last month as employment in manufacturing, construction and government declined.

"There are now 3 million more unemployed Americans than there were on the day George Bush took office on his promise to create 30 million new jobs," Kirkland said. "There are actually fewer jobs in the private sector today. And more than 4 million Americans have dropped into poverty.

"Now the president proposes to send another half-million jobs to Mexico through his so-called free trade agreement with that country. Where will it all end?" he asked.

The employment statistics capped a week of increasingly worse economic news as the nation struggled unsuccessfully to pull out of the Bush recession.

The government's chief economic forecasting gauge fell 0.2 percent in August, the second decline in the past three months, the Commerce Department reported.

Other negative indicators included a drop in the backlog of unfilled manufacturing orders and a decline in demand for consumer goods. In addition, building permits were also down and growth in the nation's money supply slowed.

Orders to U.S. factories also fell 1.9 percent in August, the second straight drop and the latest sign of a depressed manufacturing economy. Durable and non-durable goods orders totaled a seasonally adjusted $237.6 billion, down from $242.3 billion a month earlier.

One result of the manufacturing slump was that some 26,000 manufacturing jobs were lost last month after a huge 92,000 drop in August. The largest declines were in the automobile, aircraft and apparel industries.

Construction employment also fell by 21,000 in September and is down 67,000 since May.

The overall jobless rate for Hispanics increased from 11.1 percent to 11.4 percent, while the rate for whites and blacks declined to 6.3 percent and 13.3 percent respectively.

Despite the official national decline, three of the largest states — New York, Texas and Massachusetts — saw increases in joblessness. In Massachusetts, the rate jumped from 8.1 percent to 8.4 percent, in New York from 8.2 percent to 8.8 percent and in Texas from 6.7 percent to 7.5 percent. The rate in Michigan, hard hit with layoffs in the automobile industry, remained at 8.5 percent.

The situation will probably remain the same or worsen in the coming months, according to a national employment survey by the Bureau of National Affairs. Only 15 percent of employers plan to expand non-management jobs in the last quarter of 1992, up 1 percent from last quarter, the survey found. Among companies with more than 1,000 workers, the figure drops to 7 percent.

In other economic reports:

- Construction spending dropped 0.8 percent in August to a seasonally adjusted rate of $424 billion, the Commerce Department reported.

It was the biggest setback in nine months and was led by a 9.4 percent plunge in spending on offices and other commercial buildings.

- The National Association of Purchasing Managers index of manufacturing activity dipped back into recession territory in September. The index was at 49 percent, down from 53.7 percent in the previous month. It marked the first time the index has been below 50 percent, considered the trigger point for a recession in manufacturing.

The survey of 300 purchasing executives showed that factory output grew at a lackluster pace, manufacturing employment was down and the level of new orders fell sharply during the past month.

# Taxpayers billed in effort to export jobs

Continued from Page 1

processing zones in Central America and the Caribbean Basin.

"The AFL-CIO has repeatedly protested the use of U.S. taxpayer dollars to encourage companies to dismiss their American employees, move production overseas and exploit low-paid foreign workers," AFL-CIO President Lane Kirkland said. AID's efforts to export U.S. jobs "are unconscionable, especially during a period of severe recession and widespread unemployment at home," he said.

"The AFL-CIO supports legitimate aid that helps people in other countries achieve a higher standard of living, thereby allowing them to participate in an expanding global marketplace," Kirkland said. "However, it's deplorable that the tax dollars of American workers are being used to encourage the export of their own jobs and to support governments and enterprises that routinely violate worker and human rights."

In a 1991 letter to Congress, the AFL-CIO called for an investigation into the policy and warned that companies also were being lured to other Latin American countries and Asia.

With the involvement of the highly rated TV shows and the Los Angeles Times, Charles Kernaghan of the National Labor Committee Education Fund in Support of Worker and Human Rights in Central America (NLC), which conducted the study, posed as an official of the fictitious "New Age Textiles."

Saying he wanted to relocate his plant from Miami, Kernaghan was subjected to an on-camera bidding war from AID-funded groups from different nations. Each sought to assure him of the lowest wages and the best blacklist that would keep unions out of his operation.

The study "exposes the failure of current U.S. development policy," Sheinkman said. "The United States has lost almost 500,000 textile and apparel manufacturing jobs in the past 12 years. Yet, at the same time our government spent more than $1 billion to make the Caribbean Basin desirable to U.S. and Far Eastern companies.

"The only ones to gain from this scam were the corporations," Sheinkman added. "U.S. workers lost their jobs and Caribbean workers were forced to work without minimal worker rights or labor standards, often in unhealthy and even life-threatening conditions."

This policy has accelerated the deindustrialization of the U.S. and depressed wages, the national labor committee said. The study cited 30 U.S. apparel companies with offshore plants in El Salvador, Guatemala and Honduras, as well as 68 other U.S. manufacturers and retailers sourcing from those countries.

Since 1990, these same companies have been involved in 59 plant closings and 11 mass layoffs in the United States, leaving 12,000 U.S. workers jobless. The overall wages of apparel workers have dropped by 17 percent since 1978.

The policy is another example of the pro-business, anti-worker policies of the Reagan-Bush administrations, said Kourpias and Bieber.

"The present administration is in collusion with big business to export American jobs at great loss to our citizens, exploit low-wage foreign workers, import those goods back to America without paying tariffs or taxes and augmenting these extra profits with huge consumer mark-ups — all of this in the name of economic development and financed by working Americans," Kourpias said.

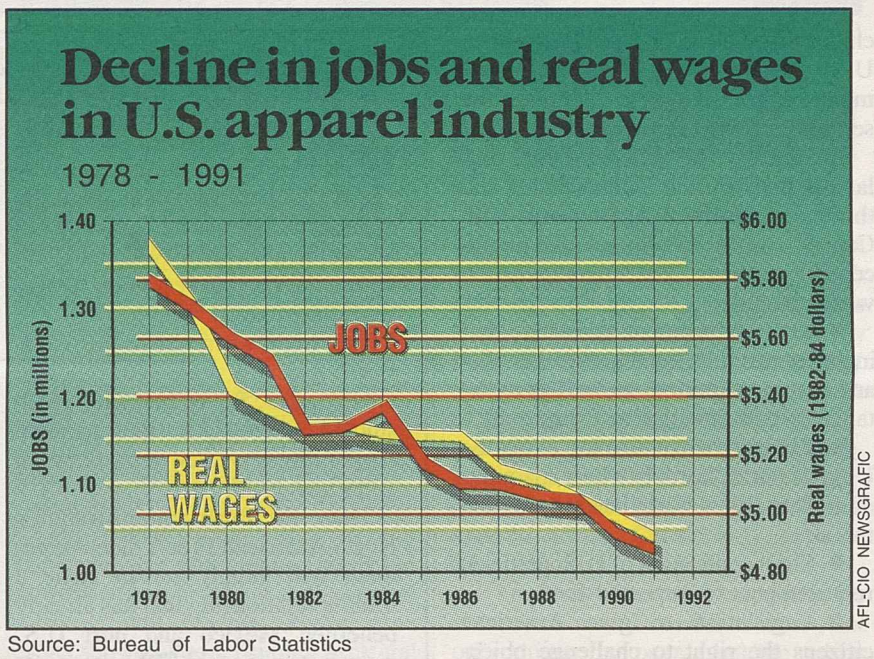
"I think Americans can finally see this administration for what it is and whom its policies are serving," said Bieber. "We must end this manipulation of the American people and get this nation moving again by pursuing an industrial policy at home and a foreign policy abroad which promotes democracy and a decent standard of living for everyone."

AID also preyed on the poverty of an overwhelmingly young, female work force in Central America by funding an advertising campaign urging American industry to move to El Salvador.

The ads featured the picture of a woman sewing and said "Rosa Martinez produces apparel for U.S. markets on her sewing machine in El Salvador. You can hire her for 57 cents an hour." The ad was sponsored by the Foundation for Economic and Social Development, which has received over $102 million in U.S. government assistance, 94 percent of its budget, since 1984, the NLC said.

What the ad did not say, according to Ron Blackwell, an assistant to Sheinkman, is that these women, usually ages 12-14, are routinely beaten and blacklisted if they try to organize unions.

"What does that have to do with economic development? And how can you ask Americans to justify spending their tax dollars to pay for it?"




Source: Bureau of Labor Statistics

# IUE, IBEW sign pact on HDTV jobs

The two largest television manufacturers in the United States have promised to build the next generation of televisions in U.S. plants if the Federal Communications Commission awards them a national standard for high definition television.

The Advanced Television Research Consortium (ATRC) on Oct. 6 signed an agreement with the Electronic Workers and the Electrical Workers committing them to manufacture "these new HDTV receivers, as well as HDTV picture tubes and other key componentry, at U.S. production facilities."

The consortium, which includes Thomson Consumer Electronics Inc., Philips Consumer Electronics, NBC, Sarnoff Research Center and Compression Labs Inc., said 100,000 jobs initially would be created by HDTV manufacturing. Thomson builds RCA and GE brand televisions while Philips makes Sylvania and Magnavox brands.

Organized labor has been concerned the FCC could award the standard to a company that will manufacture the televisions outside the United States. The AFL-CIO Executive Council in August urged the FCC to include a jobs test among its criteria in choosing a system.

"The FCC decision. . .could give a competitive advantage to our trading partners and have a negative impact on the U.S. economy and manufacturing jobs if it is awarded to a group that does not have a manufacturing operation in the United States," said IUE President William Bywater.

Of the five systems being tested by the FCC, only ATRC has promised to build the sets in this country. ATRC's main rivals for the standard are a group made up of Zenith Electronics and AT&T and another composed of General Instrument Corp. and the Massachusetts Institute of Technology. Zenith, the only television manufacturer in these two groups, produces all its sets in Mexico.

# Clinton assails Bush for exporting U.S. jobs

**Continued from Page 1**

a guarantee of perpetual poverty."

Domingo Gonzalez of the Coalition for Justice in the Maquiladoras told the crowd that, "if NAFTA passes, Mexicans will be eating beans and rice, Americans will be flipping burgers and a few folks on Wall Street will be trading on our sweat and blood."

## Workers cheer Clinton

Meanwhile, union members flocked to rallies where Clinton continued to hammer Bush on workers' issues at successive campaign stops in Kentucky, Ohio, Michigan and Missouri.

Clinton invited Clothing and Textile Workers President Jack Sheinkman to attend a rally in Louisville, Ky., where the Arkansas governor assailed Bush policies that use taxpayers' money to promote the export of jobs in the textile and electronics industries.

Citing a report on CBS's "60 Minutes," which was based on a study by a coalition of 21 unions co-chaired by Sheinkman, Clinton charged that Bush has created more jobs in Central America than he's created in the United States.

"George Bush promised us 30 million jobs in eight years. He just didn't tell us where the jobs were going to be," said Clinton, who pointed out that the president, campaigning that day in Tennessee, had refused to meet with a group of textile workers from Decaturville, Tenn., whose plant had closed down and moved to El Salvador.

Clinton also charged that Bush has allowed foreign corporations to avoid paying taxes in this country through "transfer pricing," cloaking their U.S. earnings by transferring profits back to their home countries. "Under this administration, you can't get a break in manufacturing unless you come from another country, or unless you want to move your plant out of this country."

In Louisville and in Columbus, Ohio, where he addressed an enthusiastic crowd of students and teachers at Ohio State University, the Democratic candidate said, "it's unbelievable to me that we actually spent more money under the Bush administration last year to train workers in Central America than we spent to train people in middle America who lost their jobs because of foreign competition."

## NAFTA 'serious omissions'

Clinton addressed the trade agreement with Mexico in a speech at North Carolina State University in Raleigh, in a state where the manufacturing sector has lost thousands of jobs to competition from low-wage countries.

Noting "some reason to fear that there are people in this world and in our country who would take advantage of any provisions insuring more investment opportunities simply to look for lower wages," Clinton nonetheless concluded that the NAFTA could stengthen U.S. manufacturing "as long as we move aggressively to address the serious omissions from the agreement."

Specifically, he called for five unilateral steps by the United States and three supplemental agreements with Canada and Mexico to achieve an acceptable package. The unilateral action would include:

- Trade adjustment assistance that includes training, health care benefits and income supports, as well as assistance to communities to create jobs.
- Environmental cleanup along the U.S.-Mexican border, where maquiladora plants spew waste into streams and the air.
- Strict application of U.S. pesticide requirements to imported food.
- Legislation to give American citizens the right to challenge objectionable environmental practices by the Mexicans or the Canadians, and to defend challenges to U.S. laws.
- Enforcement of cross-border provisions prohibiting the import of strikebreakers, as well as tough inspections to assure that Mexican truckers meet U.S. safety and training standards.

## Supplemental agreements

Supplemental agreements that Clinton would require before signing implementing legislation on NAFTA include:

- The establishment of a commission on worker standards and safety with extensive powers to educate, train and develop minimum standards, as well as authority for dispute resolution and remedies.
- The establishment of an environmental protection commission with substantial powers and resources to prevent and clean up water pollution.
- Legislative authority to negotiate another agreement to deal with the ability of each country to move in the event of unexpected and overwhelming surges in imports.

"None of this will make a difference unless we have a new economic policy," Clinton said. "The issue here is not whether we should support free trade or open markets. Of course we should. The real issue is whether or not we will have national economic strategy to make sure we reap the benefits."

Dennis Beal/AFL-CIO

**Television news** directors saw the deplorable living and working conditions of Mexicans in maquiladora plants in Matamoros during a tour sponsored by the Coalition for Justice in the Maquiladoras. AFL-CIO field representative Victor Munoz, right, who helped lead the tour, talked to Hector de la Garza, plant manager of the Stepan Chemical plant, during a surprise visit to the facility.

## *Mexican gains predict NAFTA*

American companies increased manufacturing jobs in Mexico by nearly 20 percent while domestic manufacturing jobs increased by only 3 percent between 1986 and 1989, before the current recession, a new study has found.

That trend worsened as the recession began two years ago, reported the Economic Policy Institute, which studied where U.S. multinational corporations created jobs between 1986 and 1990.

Thus, the Bush administration's North American Free Trade Agreement will simply set in stone a trading relationship that has already benefited Mexico and hurt U.S. manufacturing, said EPI economists Robert Blecker and William Spriggs.

By 1990, U.S. multinationals had increased their manufacturing jobs in Mexico by almost 25 percent since 1986 while manufacturing jobs in the U.S. grew by less than 1 percent.

The study, "Manufacturing Employment in North America: Where Have the Jobs Gone," argues that policymakers are wrong to use highly theoretical economic models to project an increase in U.S. jobs.

With Mexican wages remaining far lower than U.S. wages, Mexico has acquired an enormous competitive advantage in unit labor cost, the authors say. In some industries that the United States should seek to preserve, such as electronics, job shifts have been enormous.

"U.S. employment of production workers in the electronics industry declined by 6.8 percent from 1986 to 1989. Meanwhile, Mexican employment by U.S. firms in that industry increased by 43.3 percent during the period before the U.S. recession," the study notes.

The AFL-CIO has argued that it is unrealistic to project, as the Bush administration has done, that the situation will magically turn around when NAFTA is in effect.

"What would you expect U.S. employers to do," AFL-CIO Secretary-Treasurer Thomas R. Donahue has asked, "when the choice is between paying $13 an hour to a U.S. worker or $2 to a Mexican worker?"

# Boede: Republican campaign ads misleading public on taxes

No steamfitter in America makes enough money to have a tax increase under Bill Clinton's economic plan, Plumbers and Pipefitters President Marvin J. Boede said in expressing outrage at a Bush-Quayle TV ad featuring a "steamfitter."

Clinton's program calls for tax increases on singles making $150,000 and couples making $200,000 — and neither steamfitters, plumbers nor pipefitters are in that category, Boede said.

The five-year apprenticeship program for Plumbers and Pipefitters provides them enough training in math to "understand misleading statements when they are based on faulty mathematics as used in the latest Bush campaign ad," Boede added.

"Far too many of our members are unemployed, not through any fault of their own but because of the economic policies of the government," Boede said. "Advertisements like these do not address the issues but instead use innuendo and outright falsehood to frighten Americans who are already concerned about our faltering economy."

Since Gov. Clinton has opposed tax increases for anyone earning less than $150,000, the Bush-Quayle ad startled reporters, who asked where the figures on the Clinton program came from. They got this classic answer from the Bush-Quayle spokesperson: "the ad says that the Clinton program **could,** not that it would" increase taxes by that amount.

Boede's complaint was the second time a union president had raised a red flag over Bush campaign ads. Seafarers President Michael Sacco in September protested an ad that featured a foreign-flag vessel while touting the United States as an "export superpower."

The Bush campaign also confirmed a Brazilian TV report that $40,000 worth of Bush campaign materials had been purchased in Brazil after protests were voiced by the printing division of the Communications Workers in Baltimore and by the Steelworkers in Pittsburgh.

That led to a confirmation from the Associated Press that the Brazilian firm, Dover Plasticos, had prepared the material, as it did in 1988 for a Bush campaign supplier.

# VICTORY '92

Tom Brimm, Kentucky AFL-CIO

**Ray Crider,** coordinator for a COPE phone bank in Louisville, Ky., checks on the early reports.

# Phone banks find Clinton groundswell

**By Michael Byrne**
***Louisville, Ky.***

The buzz from the phone bank at the Machinists hall was good news for Democratic presidential candidate Bill Clinton.

After a week of calling union members in Kentucky precincts that in recent elections gave majorities to Republicans for president and Democrats for statewide offices — precincts dominated by the so-called Reagan Democrats — the 27 telephone operators were finding a solid, consistent union majority for Clinton over President Bush — 54 percent to 20 percent, with the remainder undecided.

''We'll be working on those undecided union members,'' said Ray Crider, the former Kentucky AFL-CIO COPE Director who was running the phone bank on loan from the Laborers, where he is state legislative director. ''Most of our people absolutely hate Bush. We'll be showing them how Clinton is better.''

Overwhelmingly, the undecided respondents were most concerned about jobs, followed by health care and education. They will receive special mailings explaining Bill Clinton's position on their concerns, and then will be called back in a few weeks.

The Louisville phone bank, described by COPE Region X Director Clarence Frost as among the best in the area, is one of hundreds around the country that will be running right up until the election, with the last three days spent making sure voters get to the polls. The phone banks are part of a COPE member-contact program that traditionally helps give endorsed candidates win 65 percent or more of the union vote.

Crider is assisted by state COPE Director Dewey Parker and by Morgan Bayless, assigned to the phone bank by the Mine Workers. Working with state AFL-CIO Executive Secretary-Treasurer Ron Cyrus, a state legislator and chairman of the Labor and Management Committee, they are a virtual encyclopedia on Kentucky politics.

The political climate in Kentucky has shifted dramatically since Bush carried the state four years ago, said Parker, who comes out of the Tobacco Workers. ''Many of our people are hurting. They know they can't stand four more years of Bush.''

While Clinton is leading decidedly among union members who live in precincts heavy with Reagan Democrats, other races are much more closely contested.

''Floyd Poore (challenging Republican incumbent Jim Bunning) really has his work cut out in the 4th congressional district,'' said Bayless. Phone bank results showed Poore running neck and neck with Bunning.

Bayless is particularly interested in helping Democrat Doug Hays unseat Rep. Hal Rogers in his home 5th District. Rogers has a 25 percent ''right'' COPE voting record.

Unions also are working to help reelect Rep. Romano Mazzoli, facing a tough challenge from an anti-union female Republican in the 3rd District, and to give political neophyte Tom Barlow the edge in the 1st District, where he unseated incumbent Rep. Carroll Hubbard in the primary.

''If there are any coattails in Kentucky, they belong to Wendell Ford,'' Crider said. The popular senator is getting about 62 percent of the vote in the precincts called from the phone bank.

## Battles royal in Ohio

There are no coattails to speak of in Ohio, another key battleground where Democrats hope to reverse the Republican trend in recent presidential elections. Even Sen. John Glenn, the former astronaut and presidential candidate, is in a battle royal with Michael DeWine, the Republican lieutenant governor.

Ohio AFL-CIO President John Hodges is concerned about findings from a 50-phone bank operated out of the Carpenters building in Columbus, where calls are being made on behalf of Clinton and Glenn, as well as labor-endorsed candidates Rep. Mary Rose Oakar, Eric Fingerhut and Sherrod Brown.

A majority of union members called support Clinton and Glenn, but ''it's got to go higher,'' Hodges said. ''I can't believe, with all the damage that the Republicans have done to the economy and working conditions in this country, that our people aren't more supportive of Clinton-Gore and John Glenn.''

Hodges said he expects the Democrats to pick up about half of the 30 percent now undecided among these union voters, and that Clinton will carry the state overall.

''You know, I haven't seen this much enthusiasm for a Democratic ticket, not only among our people but the public at large, since 1964,'' he said. Clinton, who has crisscrossed the state several times, ''is running a great campaign here in Ohio.''

That enthusiasm was evident at a rally Sept. 29 at Ohio State University, where a throng of supporters cheered Clinton's call for job training and universal access to college. The excitement of the college students convinced one of the attendants, David Laurdson, communications director for AFSCME's state employees division, that Clinton could reverse the string of victories by Republican presidential candidates.

''Four years ago, when we held a rally for Dukakis at St. John's Arena, about half the people who showed up were Bush supporters,'' Laurdson said. ''But these students, just like our union members, are really behind Bill Clinton.''

AFSCME, which represents about 110,000 state and local employees throughout Ohio, is running phone bank operations in the seven metropolitan areas of the state. Laurdson said the union is particularly concerned about retaining Democratic control of the state House — a check on the Republican Senate and Gov. George Voinovich.

''Control of the house is very important to us,'' said Hodges. ''If the Republicans win it, they've already put us on notice that one of the first things they'll do is try to get rid of public employee collective bargaining. We can't allow that to happen.''

# Labor putting Clinton-Gore on satellite

## *Nationwide rally planned Oct. 24*

Labor's homestretch drive to get out the union vote for Bill Clinton and Al Gore will be launched with a nationwide television rally at 32 locations linked by satellite on Saturday, Oct. 24.

Closed-circuit TV coverage of Clinton and AFL-CIO President Lane Kirkland and of Gore and AFL-CIO Secretary-Treasurer Thomas R. Donahue will be telecast from two of the sites beginning at 1 p.m. Eastern time.

The sites, in 28 states and the District of Columbia, will also feature their own rallies for labor-endorsed candidates in congressional and state races. State AFL-CIOs have picked the sites, invited the candidates and, depending on local time, will stage their live rally before or after the one-hour satellite TV feed of the national candidates.

''This is an ideal time for the state AFL-CIOs to encourage activists and to recruit new volunteers for the final 10 days of the labor movement's get-out-the-vote effort,'' Kirkland said. ''It also gives union members an opportunity to hear the candidates speak to their concerns exclusively for them and their families.''

While the events are for union members and their families only, local sponsors can invite local news media to cover the event as part of their regular political reporting.

John Perkins, director of the AFL-CIO Committee on Political Education, said Clinton and Gore will select the sites they will attend shortly before the Oct. 24 events when their campaign schedules are determined. The following sites are set:

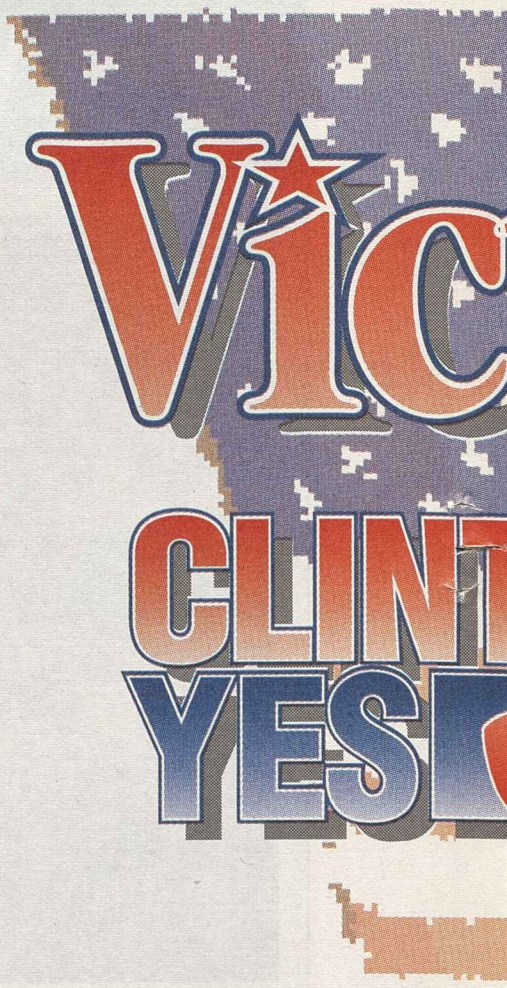
**Arizona,** Phoenix; **Arkansas,** Little Rock; **California,** Oakland and Los Angeles; **Colorado,** Denver; **Connecticut,** Hartford; **District of Columbia; Georgia,** Atlanta; **Idaho,** Boise; **Illinois,** Chicago; **Indiana,** Indianapolis.

**Iowa,** Des Moines; **Kentucky,** Louisville; **Louisiana,** New Orleans; **Michigan,** Detroit; **Minnesota,** Minneapolis/St. Paul; **Missouri,** St. Louis; **Montana,** Helena; **Nevada,** Las Vegas; **New Jersey,** Trenton; **New Mexico,** Albuquerque.

**New York,** New York City; **North Carolina,** Charlotte; **Ohio,** Cleveland and Columbus; **Oregon,** Portland; **Pennsylvania,** Philadelphia and Pittsburgh; **Rhode Island,** Providence; **Utah,** Salt Lake City; **Washington,** Seattle; **Wisconsin,** Milwaukee.

# Bill Clinton:

## *An agenda for working people*




**By Michael Byrne**

The unions of the AFL-CIO have endorsed the Democratic ticket of Arkansas Gov. Bill Clinton and Tennessee Sen. Albert Gore Jr. because they have taken strong positions on the side of working Americans.

An AFL-CIO review of the Clinton-Gore positions shows that trade unionists have a clear-cut choice this election year. Gov. Clinton has an extensive and detailed plan that would rejuvenate the nation's ailing economy while protecting the rights of working men and women.

**JOBS:** Gov. Clinton would stimulate the creation of decent jobs for American workers with a "Rebuild America Fund," investing $20 billion in federal seed money to rebuild America's communication, transportation and environmental systems. In working toward an economy for the 21st century, Clinton would create a civilian research and development agency to encourage development of cutting-edge products and technologies for industries in the United States. He wants to stop the export of U.S. jobs by removing tax incentives for building plants overseas and provide incentives for building plants here. And he is calling for an effective defense conversion program to help workers in private and public defense-related facilities move into new jobs.

**TRADE:** A Clinton admininistration would stand up for American workers by standing up to countries that don't play by the rules of free and fair trade. He would use government to expand trade by giving U.S. businesses tax and other incentives to invest here at home. Clinton says he would oppose any trade agreement that would preclude the United States from enforcing non-discriminatory laws and regulations affecting health, worker safety and the environment, as is threatened by the Bush administration's draft on the General Agreement on and Tariffs and Trade. He differs with the AFL-CIO in asserting that the flawed Bush trade treaty with Mexico can be corrected through enabling and collateral legislation, rather than renegotiation. Clinton is opposed to offering most-favored-nation trade status to China or any nation that uses prison labor and violates worker rights.

**HEALTH CARE:** Clinton is committed to a comprehensive overhaul of the nation's health care system to bring costs under control while making health care available to every American. He would guarantee a basic health benefits package including ambulatory physician care, inpatient hospital care, prescription drugs, basic mental health care and a range of preventive services. To control costs, he supports a national health standards board made up of consumers, providers, business, labor and government to establish a national health budget and streamline the current billing system that wastes millions of dollars a year. All employers would be required to provide health insurance for their employees in a program phased in over several years and including tax credits to ease the burden on small businesses. Clinton's plan to reorganize the current wasteful system would save $746 billion and bring every American under coverage by the end of this century, according to a non-partisan study conducted by Families USA.

**JOB TRAINING:** Clinton supports lifetime job training. He would require every employer to spend 1.5 percent of payroll for continuing education and training for all workers, streamlining existing programs that spend billions of dollars mostly to train those at the top of the ladder. He would bring business, labor and education leaders together to develop a national apprenticeship system that offers non-college-bound students training in a valuable skill, with a promise of a good job when they graduate.

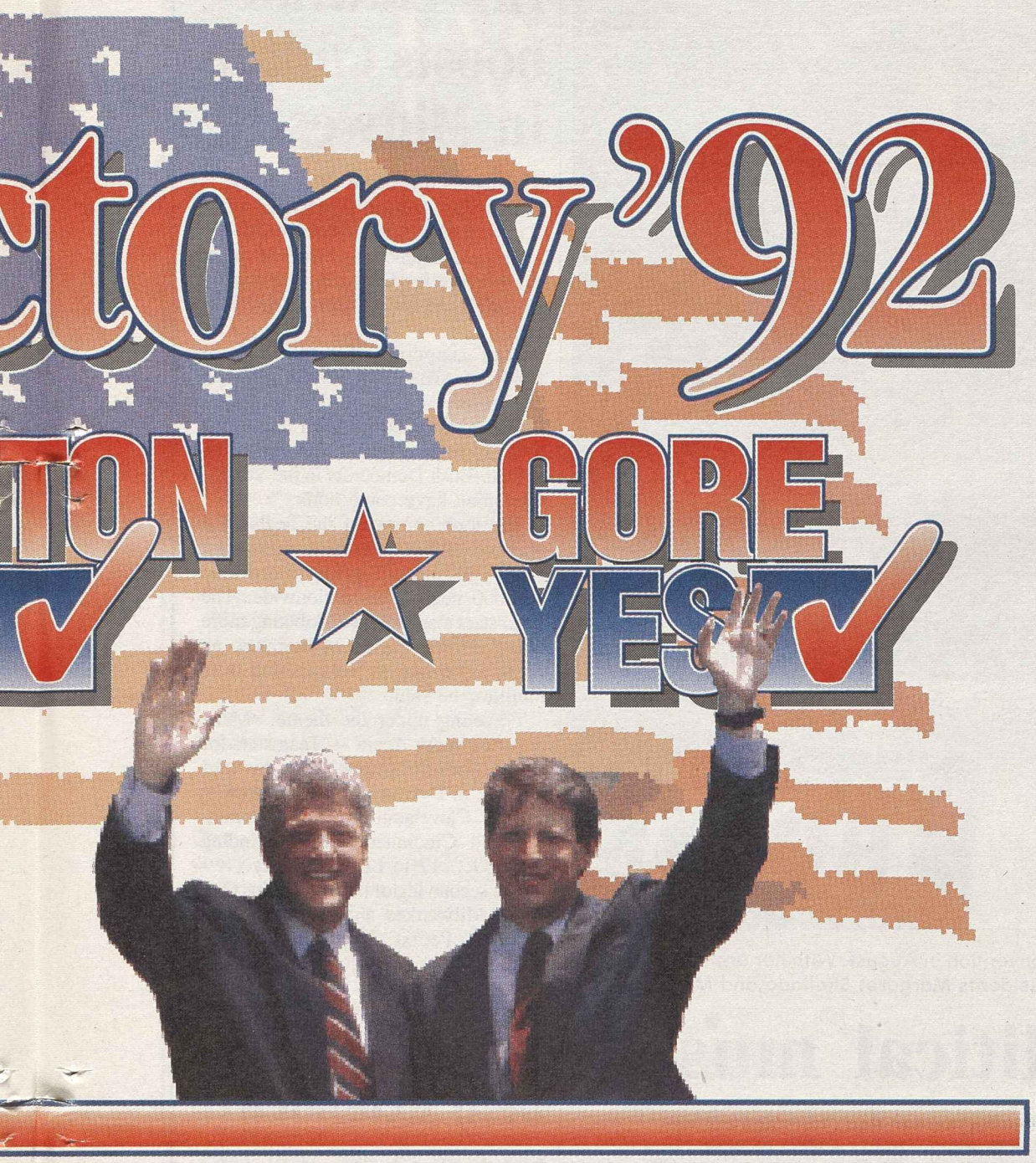
**EDUCATION:** Clinton's lifetime learning approach is fundamental to his comprehensive economic plan for America. He would fully fund proven federal programs like Head Start and Chapter 1 remedial learning and would work with all units of government to restructure school systems to enhance the role of parents, teachers and principals in decision-making. Clinton has proposed a National Service Trust Fund, guaranteeing every student the chance to attend college by repaying college loans either as a small percentage of future earnings or by working in public service.

**JOB SAFETY:** Gov. Clinton would fully enforce the nation's job safety law and promises to "reform the job safety laws to empower workers with greater rights and to hold employers accountable for dangers on the job." Even though Arkansas is a federal OSHA state that precludes the governor from exercising legal authority over safety and health matters in the private sector, Gov. Clinton proved his commitment by supporting and signing toxic chemical "right-to-know" legislation for public-sector workers and established a fund for worker safety training.

**WORKER RIGHTS:** Gov. Clinton has promised to sign bills that would ban "permanent replacement" of strikers and repeal Section 14(b) of Taft-Hartley, which permits states to enact "right-to-work" laws. He is committed to the rights of working men and women to organize and bargain collectively. Clinton wants to increase the minimum wage to keep pace with inflation and to enforce Davis-Bacon wage protections. In Arkansas, he supported two minimum wage laws in the past two years and expanded coverage under the state minimum wage law. He is the first Arkansas governor to recognize AFSCME as a bargaining agent at the Arkansas Department of Labor and is himself a member of AFSCME.

**FAMILY NEEDS:** Gov. Clinton has promised to sign into law the Family and Medical Leave Act, saying "no worker should be forced to choose between keeping his or her job and caring for a newborn child or sick family member." He also would expand access to child care by creating a national child care network as complete as the public school system, tailored to the needs of working families. As he did in Arkansas, Clinton also would improve the quality of child care by establishing more rigorous standards for licensing child care facilities and implement improved methods for enforcing them.

**TAX POLICY:** Besides ending tax breaks for companies that shut down their plants here and move overseas, Clinton would make sure that foreign-based corporations operating here do not manipulate tax laws to avoid paying U.S. taxes. He would put a limit on outrageous executive pay by capping corporate tax deductions at $1 million for CEO pay. Clinton would increase the Earned Income Tax Credit to make up the difference between a family's earnings and the poverty level




and would expand it to part-time workers. He would give middle-class taxpayers a break with a choice between a children's tax credit or a significant reduction in their income tax rates. Tax rates would be raised on the top 2 percent and a surtax would be placed on millionaires. He will urge Congress to close the "lawyers' loophole," that disguises lobbying on behalf of foreign governments and powerful corporations.

## CITIES AND STATES:

Using funds from military cuts and higher taxes on the richest Americans, Clinton would invest $50 billion each year for four years to rebuild roads and bridges and create a network of community development banks. He advocates improving the efficiency of public service and empowerment for people on the front lines who provide government services. He proposes a form of community policing, putting 100,000 more police officers on the streets through a National Police Corps. He favors drug treatment, community boot camps to discipline first-time non-violent offenders and the creation of Enterprise Zones, minimizing business taxes and federal regulations in return for jobs for local residents. He supported language in the Democratic Party platform encouraging "the flow of investment to inner-city development and housing through targeting enterprise zones and incentives for private and public pension funds to invest in urban and rural projects."

## CIVIL RIGHTS:

A Clinton administration would actively work to protect the civil rights of all Americans. Specifically, Gov. Clinton would: support strong and effective enforcement of the 1991 Civil Rights Act and the Americans With Disabilities Act; enforce Title IX, which prohibits sex discrimination in education; oppose racial quotas; crack down on violence against women by signing the Violence Against Women Act; support the Equal Rights Amendment; and extend language assistance provisions in the Voting Rights Act. He also supports federal civil rights legislation that protects against discrimination based on sexual preference; that respects freedom of religion by exempting religious organizations; and that provides clear evidence standards to be used in court. And he supports the Equal Remedies Act, which lifts damages caps for women, people with disabilities and religious minorities in workplace discrimination cases.

## ENVIRONMENT:

Clinton showed his commitment to the environment by selecting Sen. Al Gore, the leading voice on environmental issues in Congress. Clinton promises to achieve the goal of sustainable growth and to direct research and development funds toward making the United States a leader in the production of environmental equipment. He would expand markets for recycled products by providing revenue-neutral tax incentives favoring the use of recycled material and he would provide economic incentives to encourage the use of such alternative fuels as clean coal and natural gas, and such renewable resources as solar energy and wind power. Clinton would set higher penalties for environmetnal criminals, including jail sentences and stiff fines for polluters.

# 'Senior power' set to move key states

By Colleen M. O'Neill

Union retirees are making a difference in key elections nationwide.

The COPE Seniors Program has put millions of retirees to work in phone banks, educating and informing fellow retirees, polling members, conducting voter registration activities and working toward getting out the vote come Nov. 3.

"Senior power can have a major impact on who comes in and who goes out," said Steve Protulis, coordinator of the program for COPE.

The efforts of retirees are most noticeable in the presidential contest, with millions mobilized across the country for Democrat Bill Clinton. Their votes will be key in states with large retiree concentrations and many electoral votes, such as in California, New York, Michigan, Illinois, Ohio, Kentucky and Pennsylvania, Protulis said.

More than 2 million union retirees from more than 30 affiliates listed in COPE computer banks are being contacted to help elect COPE-endorsed candidates, from Clinton at the top of the ticket right on down the line.

Studies show that seniors vote in greater numbers than any other age group. In fact, according to the National Council on Senior Citizens, 73 percent of all persons aged 65 to 74 voted in the 1988 presidential election. Current polling also shows that union support for Clinton is heaviest among older union members.

The seniors program, set up by the AFL-CIO Executive Council in February 1989, was pioneered in Florida during the 1990 elections. Efforts by retirees in that state helped elect Gov. Lawton Chiles and other labor-endorsed candidates.

Seniors know the battles they fought as active workers for Social Security, Medicare, job safety and health care. Union workers helped build the United States into the society it is today, and passed on that legacy to their children and grandchildren.

"The AFL-CIO recognizes the role you've played over the years," said AFL-CIO Secretary-Treasurer Thomas R. Donahue in a videotaped address to seniors. "It's time to invest again in the future of the labor movement and protect the rights you've helped secure.

"You may be retired from your job, but the future of this country still is in your hands."

The seniors videotape, "Remember the Past...For a Better Tomorrow," is part of the material used by COPE to mobilize voters. The seniors program also uses fact sheets on health care, the right to strike, fair trade, pensions and job safety.

"The key is to take the knowledge, enthusiasm, experience and dedication of those millions of union retirees and put them to work in the political arena," Protulis said. "Through our program, retirees are learning about issues that relate to active workers — while younger workers learn their labor history and how those who lived that history can help them today."

For their part, seniors understand as well as anyone about the need for change in this election. "Bush is hell-bent to undo all we've achieved," one active retiree said. "The only place to get change is in the political arena."

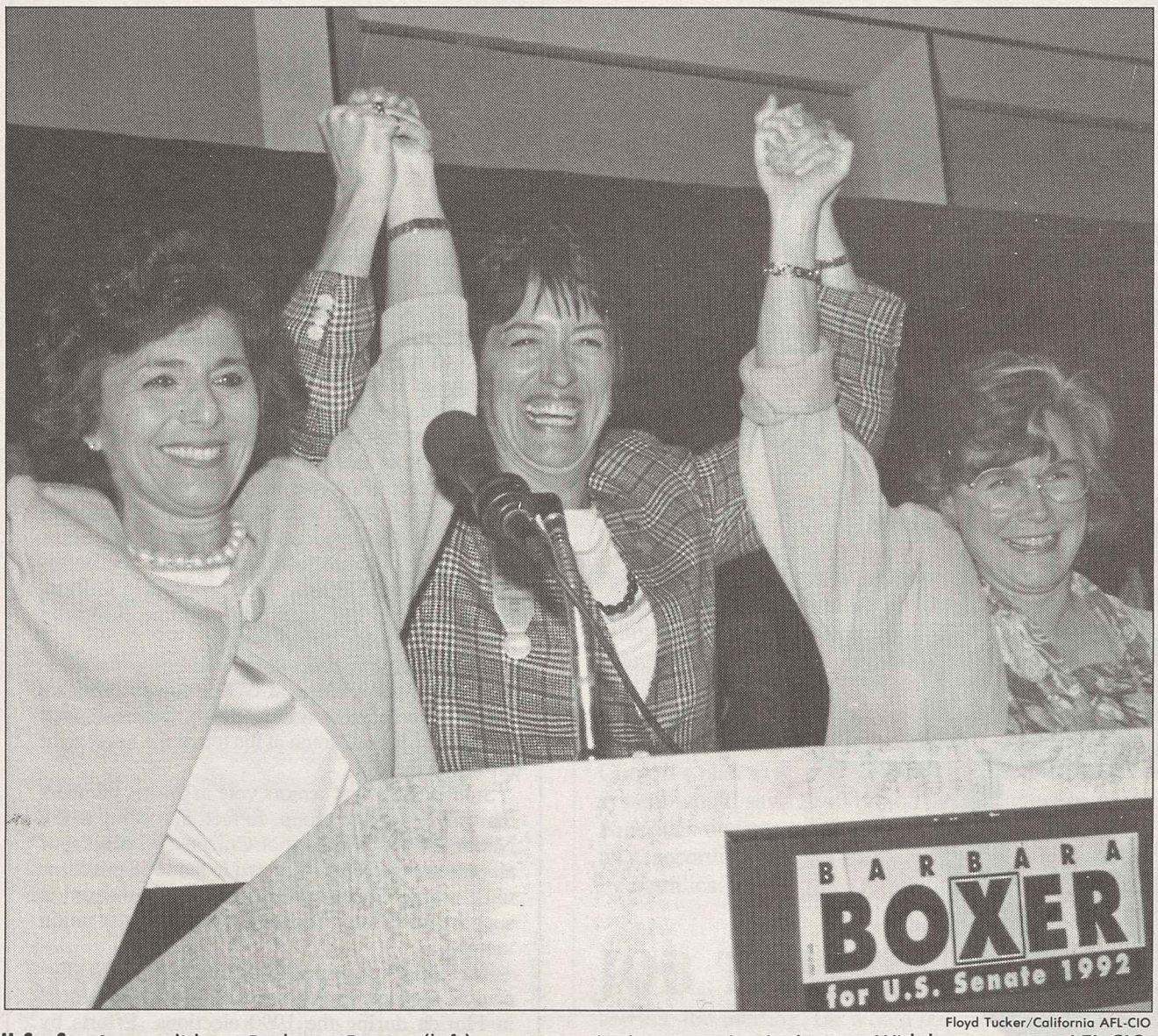
"You've got to realize you only get the kind of government you vote for," said another.

"We should not waste the remaining years that we have by sitting in a rocking chair," one union retiree noted. "We should be working to pass on what we've experienced to other people so they can learn."

While noting the superior job seniors are doing for Clinton, Protulis said "they're also doing a good job for us everywhere — in tight House races, such as Oregon and Maryland."

Now that voter registration deadlines have passed, many retirees are helping to get absentee ballots into the hands of homebound seniors, as well, Protulis said.

Retirees who have not been contacted by the COPE Seniors Program should get in touch with their local retiree clubs or their local AFL-CIO to volunteer their time and talents.




Floyd Tucker/California AFL-CIO

**U.S. Senate** candidate Barbara Boxer (left), greets California AFL-CIO delegates during the state federation's convention in August. With her are state AFL-CIO vice presidents Margaret Shellada and Mary Bergan.

# Women flexing political muscle

**By Candice Johnson**

A record number of women are running for national political office this year, many with the energetic support of union members.

A total of 127 women are running as major party candidates for Congress — 11 for the Senate and 116 for the House of Representatives. Three women are running for governorships.

These female candidates, mostly Democrats, are highlighting the problems of working families. Issues like family and medical leave, education and health care are, along with jobs, at the forefront of this year's political debate.

Of the 11 women running for the Senate, 10 have labor support, while two of the three women running for governorships have won COPE's endorsement.

In Washington, state senator Patty Murray, the self-styled ''mom in tennis shoes,'' captured the Democratic nomination for the U.S. Senate with the backing of the state AFL-CIO.

Phone banks, organized by the state federation and unions, have been on line since August in Seattle, Spokane, the Tri-Cities area and Tacoma, urging trade unionists to support Murray as well as Clinton/Gore.

California unionists have undertaken a similarly thorough operation to boost two women: Rep. Barbara Boxer and former San Francisco mayor Dianne Feinstein for U.S. Senate seats.

Boxer, who built a 95 percent ''right'' COPE voting record in the House, is opposed by a conservative former television commentator, Bruce Herschensohn.

Feinstein is running against appointed incumbent Republican John Seymour, filling out Gov. Pete Wilson's unexpired term. Seymour's COPE scorecard shows a 67 percent ''wrong'' voting record.

Feinstein has expressed strong opposition to the terms of the North American Free Trade Agreement and has pledged to fight the ''supply-side, trickle-down economics'' promised by Republican administrations in both Sacramento and Washington.

Boxer has made education reform a big campaign concern, calling for a 40 percent boost in federal education spending, among other proposals.

In Illinois, union members are backing the campaign of Carol Moseley Braun, whose victory over Sen. Alan Dixon in the primary was one of the first shots across the bow of the traditionally male-dominated Senate.

Braun, who would become the first African American woman to serve in the Senate if elected, earned a 93 percent ''right'' voting report from the Illinois AFL-CIO while she served in the state general assembly.

More than a half-million mailings have been sent to union households in the state, reminding voters of Braun's pro-labor record.

Geri Rothman-Serot, a St. Louis council member, won Missouri labor's endorsement in her bid for the seat held by one-term Republican senator Christopher ''Kit'' Bond. The campaign's major issues, jobs and the economy, have enabled Rothman-Serot, who opposes NAFTA and supports legislation for working families, to hold Bond under 50 percent in the polls despite his considerable advantages of incumbency.

In endorsing Rothman-Serot, the St. Louis/Southern Illinois Labor Tribune, a local AFL-CIO publication, said Bond ''has slept through the past six years in the Senate — a time when the citizens and problems of Missouri required time and attention that Bond did not want to give.''

Other female candidates making a bid for the Senate with labor's backing are:

- Incumbent Sen. Barbara Mikulski (D-Md.), who has posted a 92 percent ''right'' COPE record.
- Democratic activist Claire Sargent, facing incumbent Sen. John McCain in Arizona. McCain's COPE voting record is 85 percent ''wrong.''
- Gloria O'Dell, special assistant to the state treasurer, who is challenging Senate Minority Leader Robert Dole (R-Kan.), whose COPE record is 83 percent ''wrong.''
- State senator Jean Lloyd Jones facing Iowa incumbent Sen. Charles Grassley, who has earned an 81 percent ''wrong'' record.

In gubernatorial campaigns, Montana unions are supporting the bid of Dorothy Bradley, while the New Hampshire AFL-CIO is backing Deborah ''Arnie'' Arnessen is her bid for office.

In House races, a number of COPE-endorsed female candidates are in very competitive races that are likely to go down to the wire.

Of California's 52 congressional races, women are mounting challenges to incumbents in 13 races. Two women — Democratic Reps. Nancy Pelosi and Maxine Waters — are running for re-election.

COPE-endorsed female candidates in California include Patricia Malberg, 4th district; Lynn Woolsey, 6th; Patti Garamendi, 11th; Deborah Vollmer, 21st; and Lucille Roybal-Allard, 33rd.

In Florida, women are running for House seats in eight congressional districts. Candidates are: Corrine Brown, 3rd; Karen Thurman, 5th; Cheryl Davis Knapp, 9th; Karen Moffitt, 10th; Carrie Meek, 17th; Magda Davis, 18th; Gwen Margolis, 22nd; and Lois Frankel, 23rd.

COPE-endorsed women also are in competitive races in Wisconsin's 2nd and 6th districts; in Oregon's 1st district; in Utah's 2nd district; and in Virginia's 11th district.

# IBT caravan boosts Clinton in Midwest

Teamsters President Ron Carey is leading a caravan through 12 cities in critical Midwest and border states to energize local unions and workers to get out the vote for Democratic presidential candidate Bill Clinton on Election Day.

After supporting George Bush in 1988, the IBT was repaid with an avalanche of anti-worker policies, Carey said. ''George Bush turned his back on working people. This year, the Reagan-Bush Democrats in the Teamsters union have come home.''

The tour comes on the heels of a massive IBT registration drive that Carey said should garner more than 100,000 new voters nationwide. The Teamsters also will be distributing more than 5 million pieces of literature on issues important to workers and their families, he said.

Traveling under the theme ''Make America Work Again — Teamsters for Clinton/Gore,'' Carey begins his tour Oct. 12 in Detroit and makes stops in Toledo, Cleveland, Pittsburgh, Columbus and Cincinnati, before winding down Oct. 17 in Louisville, Ky.

The second leg of the tour begins Oct. 27 in Milwaukee and winds through Chicago, Peoria, Ill., and St. Louis before ending Nov. 1 in Kansas City, Kan.

# Voter language help extended

With Election Day three weeks away, voters are being advised of government rules authorizing language assistance at the polls.

The Voting Rights Improvement Act of 1992, which became effective Sept. 18, extends and expands the language-assistance provision of the Voting Rights Act of 1965.

Areas in 27 states will provide such assistance to Hispanic, Native American, Asian Pacific American and Native Alaskan voters.

The identified areas include more than 5 percent or 10,000 of the voting-age citizens who are members of a single-language minority not proficient in English and have an illiteracy rate above the national rate (failure to pass 5th grade).

Among the major urban areas affected by the updated law are Los Angeles, San Diego, San Francisco, Chicago, Boston, Philadelphia, New York and northern New Jersey.

The act provides for registration or voting notices, forms, instructions and other materials relating to the electoral process, including ballots, to be in the language of the applicable language minority group as well as English.

Congress recognized the inherent discrimination of English-only elections for the identified constituencies in 1975, when aid first was codified.

The 1992 act extends coverage to Aug. 6, 2007, when other sections of the Voting Rights Act are due to expire.

The regulations stipulate assistance in areas of Alaska, Arizona, California, Colorado, Connecticut, Florida, Hawaii, Idaho, Illinois, Iowa, Louisiana, Massachusetts, Michigan, Mississippi, Nevada, New Jersey, New Mexico, New York, North Dakota, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Dakota, Texas, Utah and Wisconsin.

# IAM looks to a future with Clinton

By John R. Oravec
*Montreal*

While focusing immediate attention on getting out the Machinists vote for Gov. Bill Clinton in the Nov. 3 presidential election, the IAM's 33rd convention shaped a longer-range internal agenda.

Noting the failed economic policies and anti-worker tactics of President Bush, the 1,356 delegates gave wholehearted support for the endorsement of the Clinton-Gore Democratic presidential ticket as the key to change from 12 years of White House mismanagement.

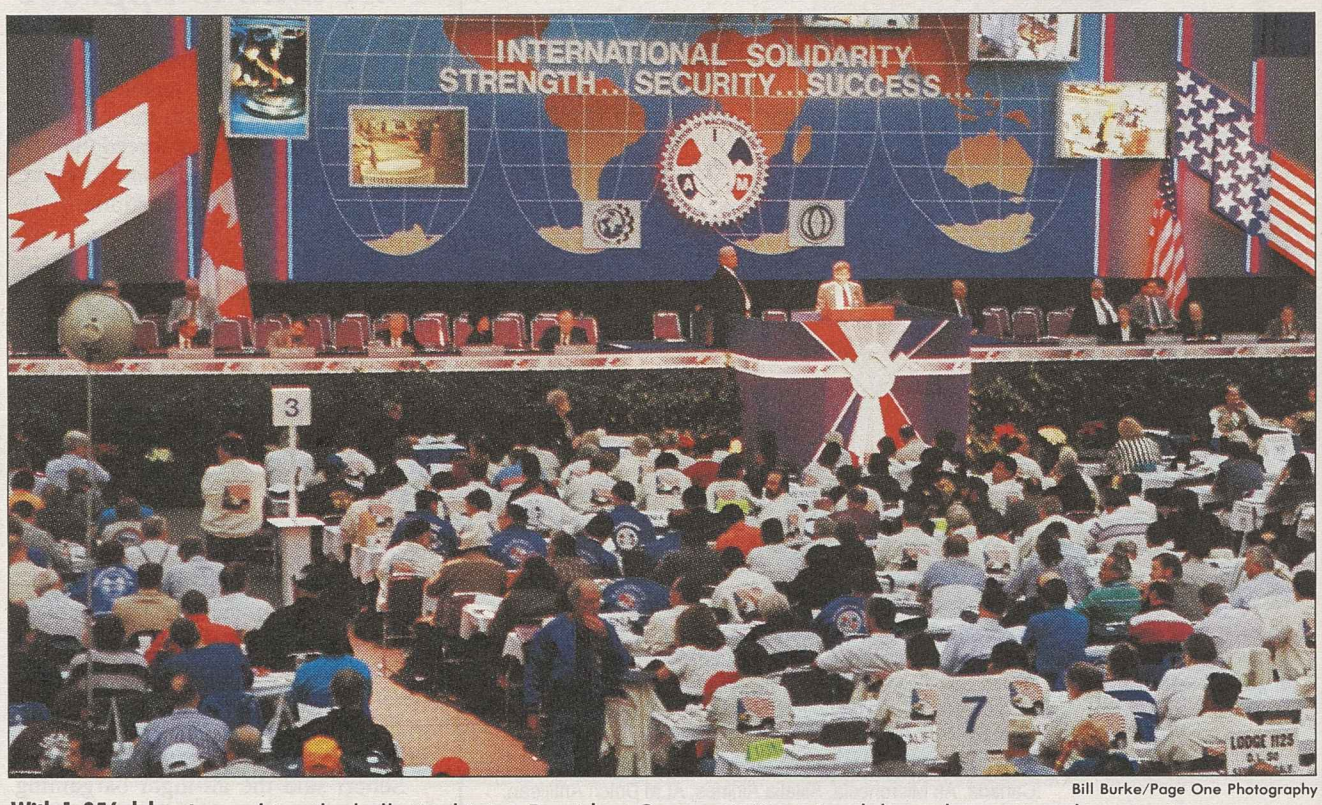
The endorsement resolution cited the Clinton-Gore support of an industrial policy calling for government investment and job creation that gives labor a voice in economic decision-making.

Turning to the IAM's nuts and bolts issues, the delegates approved a series of constitutional revisions sought by IAM President George J. Kourpias to provide for:

- Restructuring the IAM dues and per capita payments for low-wage locals.
- Reducing the union's executive council from nine to seven vice presidents.
- Limiting the span of quadrennial conventions to seven calendar days.
- Trimming future pay raises of top officers and staff by 25 percent.

In keynoting the convention, Kourpias underscored the urgency of restructuring the union to meet the needs of its changing membership and work force.

Despite the union's organizing victory rate of 69 percent and 72 percent in the previous two years, plant closings and industrial job losses eroded membership rolls. Kourpias reported that the number of dues-paying members declined by 5.8 percent to 530,000 since the 1988 convention.




Bill Burke/Page One Photography

**With 1,356 delegates** packing the hall, Machinists President George J. Kourpias delivers keynote at the union's convention.

"We are leaner. So, we have to get meaner," Kourpias stressed in spelling out a rebuilding plan to take advantage of an improving political climate "and begin again to expand and grow."

During the 12 years of the Reagan-Bush administrations and the Tory government in Canada, "the IAM family has suffered unemployment, strikes forced by ruthless employers, phony bankruptcies, plant closings, mergers, union busting, unfair trade and the exportation of our jobs," Kourpias said.

He underlined the need to block President Bush's version of a U.S.-Mexico trade agreement, saying the North American Free Trade Agreement would lead to anarchy.

"It is unfair to workers in all three countries, unfair to consumers." he stressed. "It is unfair to the environment. We won't stand for it. It's Bush-whacking at its meanest, and it's Mulroney baloney at its worst."

AFL-CIO President Lane Kirkland told the delegates that Clinton offers hope for working people. "With Bill Clinton in the White House, the country can move forward with a real jobs program to end the recession and to rebuild the decaying infrastructure," he said.

"We can move forward on health care reform, on family leave, on job safety and on saving jobs by converting our military industrial capacity to civilian production," Kirkland told the delegates.

Kirkland said Clinton is with labor on striker replacement legislation and "he believes that our trade agreements should elevate standards for workers in all countries rather than serve as the vehicle for the crude exploitation of the oppressed."

In a major constitutional change, delegates voted to reduce per capita payments to the international for locals whose members' hourly earnings average below $10.50. The reductions would range from $1 to $3 and to $5 from the weighted monthly per capita keyed to a payment equal to two hours of wages.

Another amendment would limit future annual pay raises for top IAM officers as well as staff members to 75 percent of the amount based on the average pay increase negotiated by IAM locals in the preceding year.

Citing escalating production and mailing costs, delegates voted 662-251 giving the IAM executive council authority to cut back the frequency of the Machinist newspaper, which is now publishing monthly.

The convention called for federal economic conversion policies to make up for the loss of good-paying defense-related jobs.

Convention speakers included Mine Workers President Richard Trumka, AFL-CIO Metal Trades Department President Paul Burnsky, Industrial Union Department President Howard Samuel, COPE Director John Perkins, Coalition of Labor Union Women President Joyce Miller, Democratic Party Chairman Ron Brown, National Council of Senior Citizens Director Larry Smedley, Director Bernard DeLury of the Federal Mediation and Conciliation Service, Canadian NDP leader Dave Barrett, and former Texas agricultural commissioner Jim Hightower.

# Paperworkers lower per capita, re-elect Glenn, boost Clinton

By Muriel H. Cooper
*Miami Beach*

In a measure that granted relief to local unions while retaining funding for the international, delegates to the Paperworkers convention voted to lower per capita dues by 50 cents and to shift some defense fund assets to the general fund.

More than 1,600 delegates and alternates also re-elected incumbent President Wayne E. Glenn, who won a fourth term by defeating Glenn B. Goss, a vice president and regional director, by a 10,474 to 8,453 vote.

Secretary-Treasurer James Dunn won re-election by acclamation. Gary Cook and Leon Towne were elected to replace retiring regional directors and nine other regional directors were re-elected.

The per capita debate featured numerous descriptions of the economic hardship in the lingering recession.

Delegates agreed to a committee recommendation to reduce the per capita from the current $10.67 to $10.17 a month, effective Jan. 1, 1993. The union's defense fund contribution will be cut in half, from $2 to $1, with the $1 savings split equally between the locals and the union's general fund.

The previous annual escalator based on average UPIU wage increases will be frozen for a year and the special projects department will continue to be funded from the defense fund.

The special projects department will continue to develop new strategies and goals to battle unreasonable employers who force their workers on strike and then "permanently replace" them.

The convention officially endorsed Democratic presidential candidate Gov. Bill Clinton, who would make "permanent replacements" a thing of the past, AFL-CIO Secretary-Treasurer Thomas R. Donahue assured the delegates.

Donahue quoted Clinton's statement that "I do not believe it's right to hire 'permanent replacement' workers. If somebody's got a right to strike, I don't think they ought to lose their job by exercising their right to strike. Otherwise their right to strike doesn't mean anything."

Donahue was joined by speakers James Hatfield, president of the Glass, Molders and Pottery Workers, and Mine Workers President Richard Trumka in praising Glenn for his work on S. 55 and H.R. 5, the Workplace Fairness bills, which would ban the practice of hiring "permanent replacements."

Glenn, describing the November election as "our most important job between now and Nov. 3," rallied the delegates to support Clinton and his running mate, Sen. Albert Gore Jr.

"Preaching morality and family values is much easier than solving real problems faced by real families in the real world," Glenn said of the Bush-Quayle campaign.

Glenn added that Clinton and Gore have promised to rebuild the country by investing in public works and education, providing an affordable health care system, boosting American jobs and reforming workplace safety laws.

In other business, Glenn promised the UPIU Labor Alliance Minority Caucus that the issue of representation of minorities in UPIU positions would be addressed within 180 days. The delegates also adopted an affirmative action resolution.

The delegates voted defense fund payments to sympathy strikers; increased funding for the Political Education Project through a checkoff form; withheld support for U.S. House and Senate members who voted against H.R. 5 and S. 55; adopted a sexual harassment policy; organized a women's and single parents' network; and called for a complete overhaul of the U.S. health care system.

Convention speakers included Florida AFL-CIO President Daniel J. Miller, South Florida AFL-CIO President Marty Urra and Union Privilege President David Silberman.

## UNION YES Airlines

(Workers at these airlines are represented by unions, including some not affiliated with the AFL-CIO. *The list may not be complete.*)

| UNION | AIRLINES |
|---|---|
| Association of Flight Attendants | United, Air Wisconsin, Alaska, Aloha, American Trans Air, Atlantic Southeast, Hawaiian, Horizon, Tower Air, WestAir, Allegheny Commuter/Pennsylvania Airline, Atlantic Coastal, Henson, Simmons, Tower Air, USAir |
| Air Line Pilots Association | Delta, Northwest, Southwest, Trans World, United, Air Wisconsin, Alaska, Aloha, Atlantic Southeast, Business Express, Comair, DHL Airways, Hawaiian, MarkAir, Metro, USAir Shuttle, WestAir, Westair/NPA, Air Midwest, Allegheny Commuter, Aloha Island Air, Atlantic Coastal, Brockway, Brockway-NY, Crown (PA), Express Airlines 1, Henson, Jetstream, Mesaba, Precision, Reeve Aleutian, Ross, Simmons, SunAir, StatesWest, TWAExpress |
| Association of Professional Flight Attendants (Unaffiliated) | American |
| Flight Engineers International Association | American |
| International Association of Machinists | ***Domestic Carriers:*** Continental, Northwest, USAir, Southwest, Trans World, United, Air Wisconsin, Alaska, Aloha, Comair, Hawaiian, Shuttle, Inc., Air Midwest, Bar Harbor Airlines, Big Sky Airlines, Henson, LAIT, Tampa Airlines<br>***Foreign Carriers:*** Aer Lingus, Aero Peru, Air Atlantic, Air Canada, Air Micronesia, Alitalia Airlines, ALM Dutch Antillean, Bahamasair, British Airways, BWIA, CAFAS, Canadian Airlines, Cara Operations, Cominicana Airlines, Ecuatoriana, El Al Israel Airlines, Field Aviation Co. Ltd., Hudson General Aviation, IMP Group Ltd., Intair, Labrador Airways, Lan Chile, Lufthansa, Mexicana, Olympic Airways, Ontario Express, Philippine Airlines, SAHSA, Swissair, TACA, Technair, Varig Brazilian, VIASA |
| International Brotherhood of Teamsters | ***Domestic Carriers:*** Airborne Express, Challenge Air, Flagship Express, Key Airlines, Metro Flight, Midway Airlines, Northwest, Northwest Orient, Propair, Rosenbaum, Ross, Simmons, Southwest, TWAExpress, USAir, United Parcel Service, World<br>***Foreign Carriers:*** Air Canada, Air India, Avianca, Air Micronesia/Continental, Inter-Canadien, Lineas Areas Costarricenses (LACSA Airlines), Lloyd Aero Bolivan (LAB), T.A.P. (Airline of Portugal), Pakistan International Airlines |
| Independent Federation of Flight Attendants (Unaffiliated) | Trans World |
| Transport Workers Union | American, Northwest, Southwest, Trans World, United, Air Wisconsin, Alaska, Aloha, Flagship Airline, Hawaiian, Horizon, |

# IAM wins pay increases in new Boeing agreement

## *Pact includes cost-of-living protection*

The Machinists overwhelmingly approved a new three-year contract with Boeing Co. that includes a wage increase and cost-of-living protection.

The contract, which was approved by 71 percent of the membership, was praised by Tom Baker, president of IAM District Lodge 751 in Seattle, as having "many merits." But the agreement was sent to the 49,000 members with no recommendation on approval or rejection.

Under the agreement, workers will receive a bonus of 12 percent of total wages the first year with wage increases of 3.5 percent in the next two years. There also is a prepaid cost-of-living increase of 30 cents an hour and virtually 100 percent cost-of-living protection.

The agreement covers riveters, machine-tool operators, janitors, painters, clerical workers and other hourly employees at Boeing facilities in Washington, Oregon, Kansas and at scattered Air Force bases around the country. They earn an average of $17.18 an hour, roughly $36,000 a year.

The new contract reduces pay for workers hired at the six lowest pay scales, Baker said. Workers who now start at $11.39 an hour and reach top pay grade in five years would begin instead at $9.72 and reach top scale in seven-and-a-half years.

Baker said the negotiating committee could not recommend the contract because it offered no pay increase the first year and lacked sufficient job-security provisions, he added. The unions had sought contract language to require more retraining of workers and less subcontracting at the expense of union jobs.

"We were very pleased with the turnout and pleased with the fact that if the contract is to be bought, it was bought by a good percentage, so we can move on and have a productive, happy three years," Baker said.

The previous contract, which ended a walkout that shut down Boeing for almost seven weeks in late 1989, expired Oct. 2.

# Machinists, USAir set tentative agreement

## *TWA unions approve reorganization plan*

**By James B. Parks**

Machinists at USAir reached a tentative agreement with the company after a three-day lockout forced the carrier to scale back its number of flights, using supervisors to maintain the planes.

The lockout came after workers overwhelmingly rejected a contract offer calling for major wage, benefit and work-rule concessions.

The IAM immediately began scheduling ratification meetings and announced that members would not return to work until the ratification process was completed.

"We are recommending a 'yes' vote," union negotiator Bill Scheri told The Associated Press. He said the tentative contract protects the jobs of union members and that USAir had agreed not to retaliate against Flight Attendants and other workers who refused to cross the picket lines at some 60 airports nationwide.

Scheri said the all-night bargaining resulted in a situation in which "we were able to soften (the company's position) a little bit. We did help them out and did more than our fair share to keep the company a viable carrier," he said.

He said USAir withdrew a proposal that non-union personnel be used for such ground functions as aircraft de-icing.

More than 8,300 IAM members were locked out Oct. 5 after negotiators were unable to reach agreement on a contract. The Machinists represent mechanics as well as ground support personnel.

The major disagreement was over work rules. "If the company has its way, the duties of de-icing and the handling of aircraft will be removed from the duties of qualified licensed mechanics and assigned to lower non-mechanic classifications," IAM Vice President John Peterpaul said before the tentative agreement.

"In light of the recent series of airline crashes attributed to aircraft de-icing, we find it astounding that the carrier would even consider cost-cutting in the area of flight safety," he said.

More than 9,000 USAir Flight Attendants honored the IAM picket lines until a federal judge ordered them back to work. The AFA appealed that order. The USAir Pilots Master Executive Council took no position on the strike.

The IAM members had been working without a contract since March 1990, when the previous agreement expired. Although the IAM was free to call a strike on Sept. 24, when a 30-day cooling off period imposed by the National Mediation Board ended, the union delayed action until members could vote on USAir's offer.

The airline announced last October that it would implement cost-cutting measures designed to reduce operating costs by more than $400 million. The company says its ALPA agreement reduced wages by more than $55 million and that it has imposed $21 million in wage reductions on non-union employees.

Peterpaul said the company's concession demands would have forced the Machinists "to carry a heavier burden than other employee groups."

In other airline news, ALPA has approved a contract with Trans World Airlines that would reduce pilots' wage and benefits by 15 percent in exchange for an equity stake in the bankrupt carrier.

Members of the Machinists and an unaffiliated flight attendants union have already ratified the pact and a federal bankruptcy judge has approved it as well. The IAM represents about 16,000 TWA employees, ALPA 2,800 and the flight attendants 6,000.

Under the agreement, the unions will hold four seats on a 15-member board of the reorganized company, with IAM holding two of them and the other unions one each. The unions also jointly will appoint one member of a management team to run the company.

### Pension concerns

Now that the contract has been approved, the unions can focus their energies on resolving funding issues for TWA's pension plan, said Bill Compton, chairman of the TWA pilots unit.

The Pension Benefit Guaranty Corp. has objected to the contracts, claiming they failed to address the $1.2 billion underfunding of the airline's pension funds.

In other developments:

- Pending approval by a bankruptcy judge later this month, thousands of former Eastern employees would receive more than $97 million in severance and notice pay under a recent settlement.

Under the agreement, Transport Workers flight attendants and Pilots would recover 70 percent of what they would have received under their respective contracts in force when Eastern stopped flying in 1989.

More than 3,000 former flight attendants would receive about $12 million with senior attendants getting about $4,700 each, said Gene Roberts, vice president of TWU. Some 1,800 pilots would garner about $22 million. ALPA also would receive $29.5 million, plus 10 percent of any awards from other lawsuits in which Eastern is involved, to be placed in escrow and distributed by the union.

- ALPA criticized the international agreement between the United States and the Netherlands that provides the Dutch carrier KLM unprecedented access to U.S. markets under the Bush administration's so-called "open skies" policy.

"We are extremely disappointed," said ALPA President Captain J. Randolph Babbitt. "The agreement is a one-way street. It provides KLM with extraordinary opportunity at the expense of U.S. airlines, and ultimately U.S. workers."

Less than a week after the announcement of the deal, KLM and Northwest Airlines requested government approval to share route systems, pricing, scheduling and other competitive information now prohibited under U.S. law. The move, which ALPA is not opposing, would allow the two airlines to jointly market, price and schedule certain flights and share revenue of those flights. KLM is a part owner of Northwest.

Meanwhile, about 5,000 Pilots are considering a Northwest request that they make $300 million in concessions over a three-year period, a move recommended by ALPA. The concessions would be made in exchange for appropriate employee protections, which union spokespersons would not specify.

Inbrief

## Steelworkers approve agreement at LTV

Steelworkers at the LTV Corp. overwhelmingly ratified a new contract that is expected to revitalize the bankrupt company. The agreement would take effect with approval by the federal bankruptcy court.

Union members approved the pact by a 6,503 to 1,505 margin in a mail ballot, with results announced Sept. 4. The agreement, which expires June 1, 1994, calls for the workers to have a seat on the company's board of directors and 7 percent equity in the reorganized company.

Chief USWA negotiators Anthony Rainaldi and Jack Parton described the package as a major step toward assuring the viability of the company and the employment security of the union workforce.

The pact increases pension payments for all 30-year employees, guaranteeing a lifetime minimum of $1,000 a month for those retiring at age 55 and $1,500 a month for those retiring at 62.

Under the agreement, there will be a companywide reduction of 218 jobs achieved by attrition with buyouts of up to $25,000 for employees eligible for retirement. The remaining workers will be under a wage freeze until the contract expires.

The USWA represents about 14,000 employees at LTV in six states.

## BCT wins better pay, health care at Nabisco

Members of the Bakery, Confectionery and Tobacco Workers at the Nabisco Biscuit Co. have agreed to a new four-year contract that improves wages and pension and establishes a new health care program and 401(k) plan.

The agreement, effective Aug. 27, increases wages by $1.70 over the four years in annual increments of 10 cents, 50 cents, 50 cents and 60 cents, effective on Sept. 1 of each year.

The union and Nabisco agreed to jointly begin a network managed care plan of health benefits in 1994. With the savings from the new health plan, the company will match employee 401(k) plan savings up to 25 percent of the first 6 percent of employee savings.

Nabisco will increase its daily contribution to the BCT Union and Industry International Pension Fund to provide the $850 monthly benefit level, effective Aug. 1, 1993. The monthly benefit will rise to $900 on Feb. 1, 1994; to $950 on Jan. 1, 1995; and to $1,000 on Jan. 1, 1996.

The agreement covers Nabisco plants in Pittsburgh; Denver; Atlanta; Buffalo, N.Y.; Houston; Chicago; Philadelphia; Portland, Ore; Richmond, Va.; Oakland, Calif.; Buena Park, Calif.; Niagara Falls, N.Y.; and Fair Lawn, N.J.

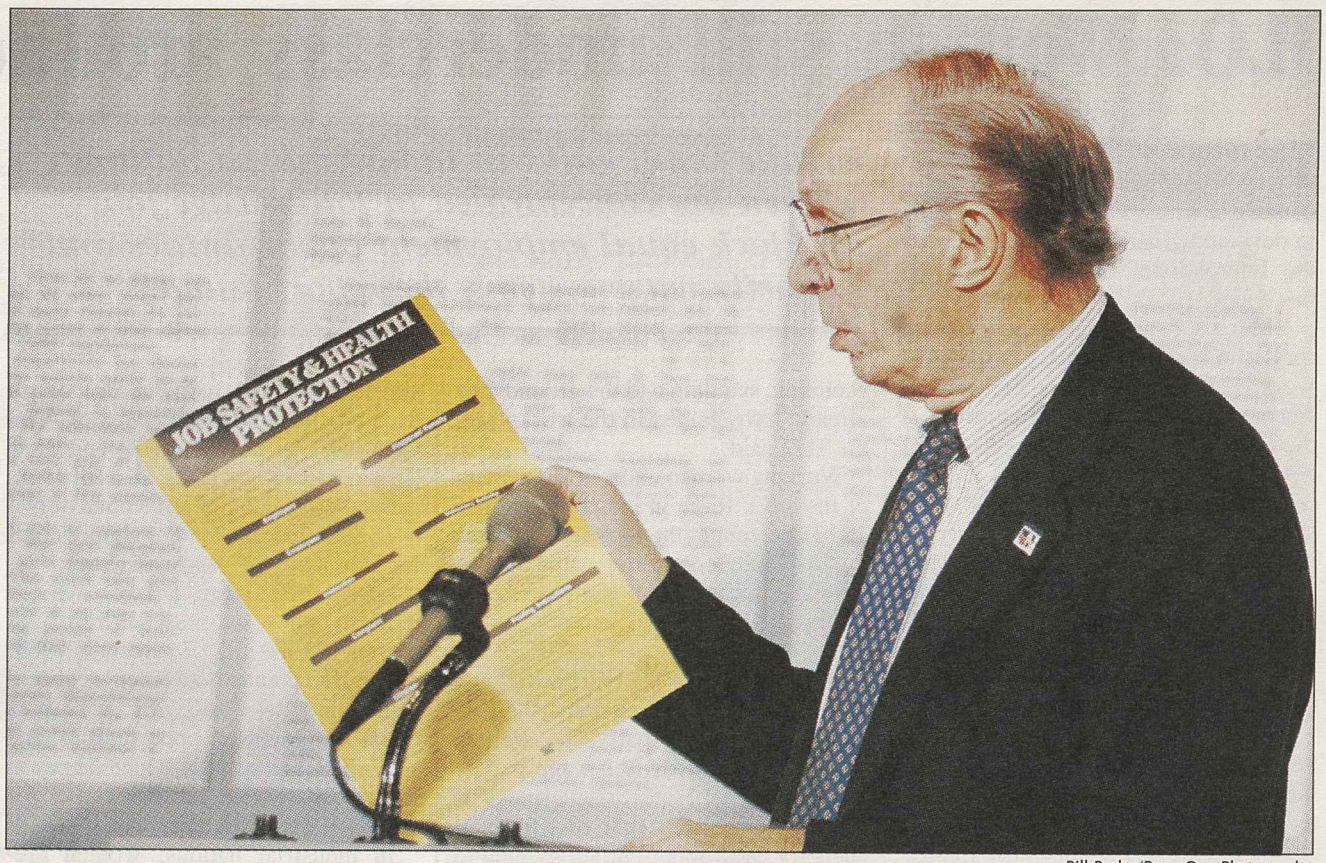
## Bricklayers restructure dues and cut board size

**Bend, Ind.**

A special convention of the Bricklayers reinforced the union's finances by reducing the number of executive council members and restructuring the dues formula.

The 375 delegates voted a $1 increase in base dues, effective Sept. 19, and set a new formula for determining "working dues," based on the average journeyman wage and benefit contributions. Started at 0.5 percent of the base, it increases to 0.75 percent of the base next July 1 and to 1 percent the following year.

Delegates reduced the executive board to five members and future board sessions will be called when necessary for union business.




Bill Burke/Page One Photography

**AFL-CIO Secretary-Treasurer** Thomas R. Donahue displays for a news conference the double standard in the size of required workplace postings. In letters to President Bush and Labor Secretary Lynn Martin in 48-point type (background), the federation has protested a regulation requiring that size type to inform workers of their right not to join a union, which Donahue compares to the smaller type used to warn workers of health and safety rules.

## Washington federation raises per capita rate

**Everett, Wash.**

Delegates to the Washington AFL-CIO convention voted to raise per capita payments by a dime per member per month.

State federation President Lawrence Kerney told the delegates that the organization "survived with strength" through the most anti-labor climate in the past 50 years, and now is in a position to push forward to new gains.

During the daylong conference, the 400 delegates recognized two hard-fought victories by the Steelworkers—a contract won by USWA Local 5668 at Ravenswood Aluminum Corp. after a 19-month lockout, and a USWA union certification election, by a 321 to 202 vote, after a five-year battle at the Vanalco plant in Vancouver.

In other business, the delegates voted to support a statewide health reform initiative and to oppose any state question that supports discrimination against homosexuals, such as the one introduced in Oregon.

## Virginia convention sets legislative agenda

**Williamsburg, Va.**

Delegates to the Virginia AFL-CIO convention adopted a legislative program for next year, passed numerous policy resolutions and discussed plans for endorsing national candidates.

The convention, held Aug. 20-22, passed resolutions supporting Legislative Action Committees, national health care reform and defense conversion, and opposing the North American Free Trade Agreement.

The 260 delegates also participated in "issue focus" sessions on public sector organizing, occupational safety and health, initiation of a Labor Studies Center, popular election of school boards, voter registration, labor law and workers' compensation and worker retraining.

Virginia Gov. L. Douglas Wilder was presented the state federation's Paul A. Askew Community Services Memorial Award. The award, given every two years by State AFL-CIO affiliates, recognizes the outstanding contribution by a Virginian in the field of community services.

Speakers included Teamsters President Ron Carey, Lt. Governor Donald S. Beyer Jr., Attorney General Mary Sue Terry and several state agency officials.

## West Virginia backs governor, lawmakers

**Charleston, W.Va.**

The West Virginia AFL-CIO called for the re-election of the incumbent governor and the three members of Congress, while passing resolutions on issues affecting working people and their families, including a call for the right of public employees to organize and bargain collectively.

The 240 delegates to the state federation's 18th special convention called for maintaining states' workers' compensation laws and establishing voluntary overtime in high risk jobs rather than mandatory extra work.

Delegates also urged the passage of laws banning the use of professional strikebreakers and prohibiting the "permanent replacement" of striking workers.

In this election year, much of the attention was focused on political races. The delegates backed the re-election bids of Democratic Gov. Gaston Caperton and three Democratic members of Congress: Alan B. Mollohan, Robert E. Wise, Jr. and Nick J. Rahall.

Speakers at the convention included Steelworkers President Lynn Williams, Gov. Caperton, state House Speaker Chuck Chambers, and state Senate Majority Leader H. Truman Chafin.

## N.Y. delegates map plan for Clinton win

**Kiamisha Lake, N.Y.**

Pledging "one movement, one voice, one agenda," delegates to the New York AFL-CIO convention declared that the election of Democratic presidential candidate Bill Clinton is uppermost in labor's mind.

"Much of labor's agenda — the Workplace Fairness bill, national health care reform, OSHA reform — has been stymied by White House vetoes and a congressional coalition of Republicans and anti-labor Democrats," said New York AFL-CIO President Edward Cleary.

AFL-CIO Secretary-Treasurer Thomas Donahue told the delegates that "President Bush's record is terrible on issues that mean something to the people — issues like job growth and foreign trade."

New York Gov. Mario Cuomo declared that America must not allow a further decline in working people's standards of living. "Without a strong union movement in this country, we will not restore ourselves to the economic strength we need for the 21st century," he said.

Delegates unanimously re-elected Cleary and Secretary-Treasurer Paul Cole, who have served since 1984.

Other speakers to the convention included Service Employees President John Sweeney, Sen. Daniel Patrick Moynihan, AFL-CIO Regional Director Mary Crayton, State Labor Commissioner John Hudacs, State Senate Majority Leader Ralph Marino, State Assembly Speaker Saul Weprin and Majority Leader James Tallon.

## Safeguards advocated for genetic testing

Provisions to protect workers from discrimination based on genetic test results are being formulated by unions.

AFL-CIO Industrial Union Department Director of Safety, Health and Environment Sheldon W. Samuels says labor wants to foster genetic research that could lead to health breakthroughs — but also wants to protect workers from recriminations stemming from research results.

# ILO: Women still underclass around the world

*Despite small gains in industrialized nations, women are concentrated in lower-wage jobs and lack equal employment opportunities and seniority wage systems, the report found.*

By Candice Johnson

The 1980s saw women's wages lagging behind men's in many industrial countries, with a greater gap occurring in developing nations, a new report by the International Labor Organization has found.

"Many societies have only given lip service to the idea of equal pay for equal work," said ILO Director-General Michel Hansenne. "Nations must move during the 1990s to give women real equality in the work force."

Women's responsibilities for "the social stability of the family — housework, food preparation and responsibility for bringing up children — all cut into a woman's opportunity for outside work and produce what is called woman's 'double burden,' " the report said.

Women must be able to participate fully and on an equal basis with men, the ILO said, repeating the United Nations call for "special measures designed to redress the imbalance imposed by centuries of discrimination against women."

The United Nations designated 1976-85 as the Decade for Women as part of a worldwide campaign to improve the condition of women. Despite this effort, women in many countries face the prospect of losing their economic standing and the ground they already have gained in the workplace, the ILO said.

Working women make up 40 percent of the work force in industrial nations and 31 percent of the formal work force in developing countries, although in those nations many women work in the informal, unregulated sector — especially in Africa.

While stressing that nowhere have women achieved real equality, the ILO analysis indicated that some women were able to narrow the wage gap.

In the United States, the earnings of women working full time rose from 60 cents for each dollar earned by men to 65 cents on the dollar over the 1979-1988 period. In Canada, women's salaries rose from 59.7 percent of men's in 1971 to 65.9 percent in 1987.

Women also made gains in Australia, with earnings rising to 87.9 percent of men's wages; in Belgium, to 75.1 percent; Britain, to 76.6 percent; Czechoslovakia, to 70.1 percent; France, to 81.8 percent; the former area of West Germany, to 73.6 percent; and New Zealand, to 80.4 percent, all as of 1988.

But these gains "of just a point or two over a 10-year period are simply coming too slowly," Hansenne says.

Losing the most ground were women in Japan, whose earnings fell from 53.8 percent in 1980 to 50.7 percent in 1988.

The ILO pointed to women's concentration in lower-paid jobs, a lack of equal employment opportunities and seniority wage systems which tie pay to length of service as the cause for women's declining earnings.

In industrial nations, women predominantly work in service jobs, comprising 75 percent of the workers in the service sector, 15 percent to 20 percent of workers in industry and 5 percent in agriculture, the ILO said.

Because women often have less education than men, particularly in less developed countries, "they have less training, lower value jobs to begin with and get tossed out first," the analysis indicated.

Women in several European nations also lost ground on the gap between their earnings and men's. In Denmark, Luxembourg, Netherlands and Switzerland, the wage gap widened as much as 2.6 percent over the 1980-1988 period.

In reviewing other workplace indicators, the ILO survey reported mixed gains for women. While more women are starting their own companies, few women ever break through the "glass ceiling" and reach the top executive levels of large, established corporations.

In the United States, of the 4,012 persons listed as the top paid executives of the 1,000 largest companies in 1990, just 19, or less than 0.5 1 percent, were women. At the Japanese firm Toshiba, just 10 women were listed among the company's 7,000 managers.

Among developing countries, women in African nations had some of the highest work force participation rates — 87 percent in Malawi and 71 percent in Zimbabwe. South Korea, Thailand and other Asian nations also had a big jump in female employment.

Arab countries posted the lowest official work force participation by women.

# Han Dongfang presses fight for free unions

## *Chinese dissident to study in U.S.*

By Rochelle Tillery

Steve Yarmola/AFL-CIO News

**Han Dongfang** (right), who spent two years in Chinese prisons for daring to co-found a free trade union, tells AFL-CIO President Lane Kirkland and International Affairs Department Director Charles Gray that he plans to return to China to renew his fight after a year of study in the United States. Interpreting is Robin Munro from Asia Watch.

Han Dongfang, who suffered for nearly two years in the Chinese gulag for daring to form a free trade union, told AFL-CIO President Lane Kirkland he hopes to return to China next year to renew his campaign for workers' rights.

Kirkland pledged the federation's support of Han's efforts to study trade unionism in the United States and worldwide and to gain assistance for organizations in China that seek to promote pluralism and democratic trade unions among the workers.

Han met with Kirkland and Charles Gray, director of the AFL-CIO International Affairs Department, in a visit to Washington Sept. 28. Han, near death from the effects of brutal treatment and a tuberculosis infection, was released from prison in 1991.

Despite promises from Chinese officials that he would be allowed to seek medical assistance in the West, Han was refused permission to leave the country until this summer, after an international protest campaign. He arrived in the United States in late September.

Han co-founded the Beijing Workers Autonomous Federation, the first independent workers organization in China in 40 years, during the height of the Tiananmen Democracy Movement in 1989. After his release from prison in April 1991, Han continued to speak out bluntly about the Chinese labor situation and was shadowed, and beaten, by government goons.

"This is a man of incredible courage," Gray said. "He has stood up to a vicious, totalitarian regime, at great personal risk, to demand the right of working people to form their own organizations to improve their lives."

Han, still recovering from the tuberculosis, and his pregnant wife, whose baby is due in November, arrived in the United States Sept. 17, moving to a small Chinese community near Princeton University, with the assistance of Asia Watch, a human rights organization.

Han told Kirkland he holds no illusions about the possibility of an early democratic breakthrough in China, where the totalitarian regime has ruled since 1949 with an iron fist. Repression, he said, has not eased since the Tiananmen Massacre.

"But massive unemployment and destruction of the social safety net in China make it ripe for the organization of independent unions," Han told Kirkland during the meeting.

Kirkland offered to provide opportunities for Han to study the international labor movement at the George Meany Center and in private tutorials. Han also plans to work with the International Confederation of Free Trade Unions in a tour of Europe to better understand the European labor movement.

# International effort assists East European auto workers

Auto workers from the United States, Japan, Germany and Italy have joined in solidarity to help improve the wages and working conditions of their brothers and sisters in Eastern and Central Europe.

"We made a strong commitment to assist our counterparts in Eastern Europe because it is the right thing to do," said Don Stillman, the UAW's director of governmental and international affairs. "They suffered a great deal of repression under the former regimes. Now they have an opportunity to seek a better life and we want to help them."

As a step in that direction, more than 60 delegates from 14 countries met in Budapest last month to map out plans for preventing the exploitation of workers with the influx of multinational auto companies into the former Communist countries in Eastern Europe.

"The first thing we want to do is get people in Germany and the United States to help us in organizing unions in General Motors and Ford plants in Hungary," said Marcello Malentacchi, general secretary of the International Metalworkers Federation, which is coordinating the efforts.

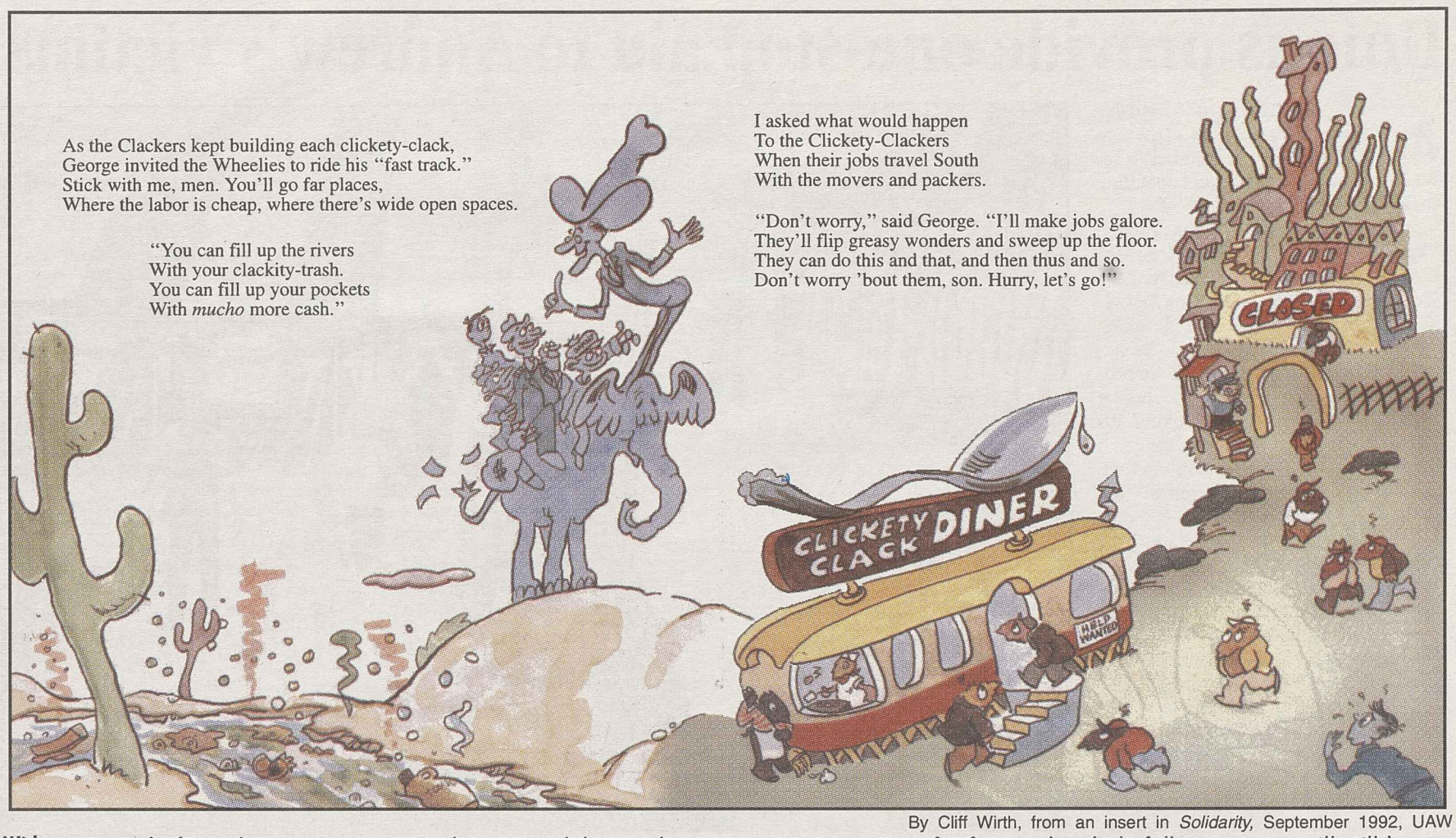
"The Italian auto union is making a tremendous effort to help the Fiat people in Poland, as well as the UAW, which has been running seminars for the Poles," he said.

German Volkswagen workers are assisting Skoda workers in Czechoslovakia and the Japanese are running seminars for Suzuki workers in Hungary, Malentacchi said. "Everything we're doing is aimed at the improvement of social conditions and wages in eastern Europe," he added.

The UAW has provided equipment like printing presses and copy machines for each auto worker local of Polish Solidarnosc, Stillman said. It has had appropriate UAW health and safety materials translated into Polish for distribution to the workers, he said.

The union also has conducted training seminars in the United States for Polish and Hungarian auto workers on the basic union functions, Stillman said.

In March, General Motors opened a Hungarian plant that assembles Opel Astras. The plant employs 600 workers and will increase its work force to 900 within a year. Efforts to organize the workers have so far been unsuccessful. The 162 workers at Ford's plant in Szekesfehervar also are not yet organized.




By Cliff Wirth, from an insert in *Solidarity*, September 1992, UAW

**With great perspicacity** and tenacious tenacity, the UAW Solidarity editors produced a new book. It's Big George, whom you know, and his little pal Dan, and it's about a campaign and how silly they ran. Trade unionists will want, UAW or not, to see this good book, and pass it about. In elections to come, very far from today, little folks grown up will still know to say: no trickle down on me, I learned at dad's knee, from a book mom got by writing for free: UAW Public Relations and Publications Dept., 8000 E. Jefferson, Detroit, Mich. 48214. Copies limited.

## Newsmakers

**Patrick Wozny** has joined the staff of Frontlash, the AFL-CIO's student and youth arm, to work on campus political organizing. Wozny, a graduate of the University of Wyoming, had worked with Frontlash the last two years and assisted striking Decker miners in Wyoming.

### AWARD

Food and Commercial Workers President **William H. Wynn** will receive the 1992 Labor Human Rights Award, given by the Jewish Labor Committee's National Trade Union Council for Human Rights, at a dinner Dec. 2. AFL-CIO President **Lane Kirkland** will present the award. Retail, Wholesale and Department Store Union President **Lenore Miller** is president of the JLC.

### DEATHS

**John Handcox,** famed composer of "Roll the Union On" and many other familiar labor classics, died of cancer Sept. 18 in San Diego. He was 88.

Handcox was the poet of the Southern Tenant Farmers Union in the 1930s, helping organize poor farmers and workers with his songs and poems. He received the first Joe Hill award from the Labor Heritage Foundation in 1989 in recognition of his efforts. He took part in the Heritage Foundation's Great Labor Arts Exchange program at the Meany Center for Labor Studies.

He worked as a fresh food peddler, small store owner and carpenter in San Diego after fleeing an Arkansas lynch mob. His family included 28 grandchildren and nearly 100 great-grandchildren. He often said "If I can help to make this a better world, even if I don't make a dime, I think that I have accomplished something."

He is survived by his wife, Ruth.

**Louis Simon,** former vice president of the Clothing and Textile Workers, died Sept. 30 in New York. He was 97.

Simon was a former manager of the Amalgamated Laundry Workers, a member of the board of the National Urban League and of the AFL-CIO Civil Rights Committee. He also served as a member of the board of directors of the Amalgamated Bank of New York.

He marched with Dr. Martin Luther King Jr. in Selma in 1965 and "saw the union's mission as bringing social justice and equality to all workers," said ACTWU President Jack Sheinkman.

He is survived by his wife, Irene.

## Resources

### PUBLICATIONS

**Software and Hardhats: Technology and Workers in the 21st Century** is a 20-page report calling for greater government support of technological development for U.S. manufacturing companies and greater participation by labor in government and workplace technology decisions. Copies are available for $2.50 each from the AFL-CIO Industrial Union Department, AFL-CIO, 815 16th Street, N.W., Washington, D.C. 20006; Attention Brian Turner at 202/842-7845.

**Remember the Past . . . for a Better Tomorrow** looks at union retiree organizations and their vital role in achieving the political goals of the labor movement. Copies can be ordered through the AFL-CIO COPE office at 202/637-5124.

The following publications are available through the AFL-CIO Publications and Materials Office, 815 16th Street, N.W., Washington, D.C. 20006.

**Putting Families First, AFL-CIO Working Family Resource Guide**. is a 96-page reference manual of fact sheets, federal programs, contract language, labor resolutions, strategies, and names of specialists on issues affecting workers and their families. Cost is $1 each. For more information, contact Mary Logan, Employee Benefits Department at 202/637-5208.

**The 1992 Election: The Bush Record, The Clinton Plan** describes the problems unions, workers and families face today, along with President Bush's record on the issues and Bill Clinton's plan for dealing with them, along with his record of achievement as governor of Arkansas.

The following reports can be ordered from the AFL-CIO Publications and Materials Office, 815 16th St. N.W., Room 206, Washington, D.C. 20006. Orders may also be placed by phone at 202/637-5041. The first 50 copies are free; 50-100 copies are 10 cents each; 101-1000 are 9.5 cents each; and more than 1,000 are 9 cents each.

**Labor Unions Promote Home Ownership,** Report No. 59, shows how pension plans, Union Privilege benefit programs and collective bargaining all help workers afford homes, as well as the role of Community Services in helping workers deal with special housing problems.

**Why America Needs an Industrial Policy,** Report No. 60, spells out what an industrial policy could and should do for America and compares it to programs in other nations.

**Joint Labor-Management Training Boosts High-Skill, High-Wage Workplaces,** Report No. 61, outlines key labor principles for national training policy.

### VIDEO

**Making Legislators Accountable** is a 30-minute video demonstrating how the AFL-CIO Legislative Action Committee works to monitor voting activities in Congress. Available from the Labor Institute of Public Affairs, Catalog Code: LVBT-020V. Cost is $10 each.

### CONFERENCE

**Workers and Workplaces in the 90's** is the theme of the national conference sponsored by the AFL-CIO Human Resources Development Institute and the AFL-CIO's Metal Trades and Public Employee departments. The conference, Nov. 22-24 at the Riviera Hotel, Palm Springs, Calif., will address the means to assist workers affected by trade imbalances and cutbacks in the defense industry. For more information contact Jim Templeton at 202/638-3912.

# Disaster planning urged for schools

While parents receive much-needed assistance during natural disasters, children and teachers are left without any real plan for assistance, AFT President Albert Shanker said.

Shanker, during a tour of Miami, joined with other education leaders to urge the drafting of a National Education Disaster Relief Plan to be administered by the U.S. Department of Education.

"In the event of an earthquake, hurricane or blizzard, the highways are filled with utility trucks from surrounding states responding to the need for electricity in the disaster area. In stark contrast, school districts are on their own," Shanker said.

Shanker proposed a plan that would include advance, pledged commitments for various kinds of help from individual states in a reciprocal aid pact.

"Getting children back to school is a vital element in returning a disaster-affected community to a sense of normalcy," he said. "Dade County is a good example of just how important that sense of routine is — and we must learn from this example."

Hurricane Andrew devastated South Florida six weeks ago.

# Unions provide one-stop aid to Andrew's victims

By Sharolyn A. Rosier

A union-created one-stop center to help Hurricane Andrew victims rebuild their homes is open and operating in South Florida.

AFL-CIO Building and Construction Trades Department President Robert A. Georgine officially opened the One Stop Center to the general public on Oct. 9. The center has been open to union members since Oct. 3.

"This is a public service we are providing to this community," Georgine said. "Homeowners are looking for answers and, with the wide range of services we will provide, they can have all of their questions answered without having to run all over town."

Trade unionists are conducting free seminars for property owners, giving them access to structural engineers, architects, electricians and contractors. The center is sponsored by the Miami Building and Construction Trades Council with a grant from the BCTD.

"The rebuilding process involves numerous professionals and cannot be completed in four or five months. We will remain here as long as there is a need for our services," Georgine said.

A non-profit venture, the center is located on a site provided by the Salvation Army and uses equipment and support provided by the Communications Workers, AT&T and Southern Bell. The Miami structural engineering firm of DeSimone, Chaplin and Dobryn is helping assure top quality service.

Additional informational booths are staffed by the United Way, the Office of Florida Insurance Commissioner Tom Gallagher, the Dade County Bar Association, the Dade County Clerk's Office, Dade County Building and Zoning and other agencies.

"Most people have no idea where to start when something like this happens, so the center is here as a public service to lift some of the burdens facing home owners," said John Lindstrom, secretary-treasurer of the Miami BCTD and the center's director.

Florida AFL-CIO

**A one-stop** housing assistance center for victims of Hurricane Andrew opened to the public Oct. 9. The center puts home owners in touch with skilled trade unionists, builders and mortgage lenders.

Air-conditioned trailers provide private conference rooms for meetings with contractors and mortgage lenders, including Equity Mortgage Corp. of Miami, which is processing applications for FHA-insured loans from the $20 million that the AFL-CIO Housing Investment Trust dedicated to reconstruction of single-family homes damaged by the hurricane.

The $20 million AFL-CIO HIT investment is part of a $60 million investment to help rebuild South Florida announced by AFL-CIO President Lane Kirkland in Miami Sept. 16. The initiative also involves rehabilitating single-family homes throughout Dade County and building low-income apartments in Opa-locka.

Free hourlong public information seminars begin at 6 p.m. Monday through Friday and at 1 p.m. and 6 p.m. on Saturdays and Sundays. The center is open Monday through Sunday 10 a.m. to 9 p.m.

Although building codes have been strengthened, 30 percent to 40 percent of the roofs that have been repaired since the hurricane have been red-tagged by inspectors, Lindstrom reported.

"The word is getting out that we have this center here and every day we get as many as five to 10 projects for union members," he said, noting that contractors also have been signing up.

The Salvation Army has expressed an interest in incorporating social services at the center, Lindstrom said. "We welcome any ideas as long as they meet the needs of the public."

The concept for the center was created by Chuck Johnson, chief executive officer of Unlimited Resources, at the request of Florida AFL-CIO President Dan Miller. Johnson is a Washington-based disaster relief consultant with more than 17 years experience in the field.

Referrals and consultation from the one-stop center also can be obtained by calling 800/227-0944.

VOLUME 37, NUMBER 21
OCTOBER 12, 1992

AFL-CIO NEWS

# INSIDE

**1** ***Labor pushes ahead with fight on NAFTA***

Disappointed by Bill Clinton's position on the North American Free Trade Agreement, the AFL-CIO vowed to support him and oppose NAFTA with equal vigor.

**2** ***Philadelphia workers agree to new pact***

After standing up to the budget ax of Mayor Ed Rendell, AFSCME members returned to work after winning a tentative four-year contract following a 15-hour lockout.

**3** ***Energy bill adds jobs, saves miners' benefits***

The Congress rushed towards adjournment by passing legislation that protects retired miners' health care benefits while creating tens of thousands of new jobs for nuclear plant cleanup.

**4** ***Three unions score big organizing wins***

More than 3,000 workers got new union cards as the Rubber Workers, Communications Workers and Utility Workers all scored major organizing victories around the country.

**12** ***Machinists, USAir in tentative accord***

Machinists at USAir reached a tentative agreement days after they were locked out in a dispute over the carrier's demand for wage, benefit and work-rule concessions.

**14** ***AFL-CIO pledges aid to Chinese struggle***

AFL-CIO President Lane Kirkland pledged the federation's support of efforts by Chinese trade unionist Han Dongfang to promote pluralism and democratic trade unions in that country.

UNION YES

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VICTORY '92

**The electoral** landscape is explored, from the Clinton-Gore campaign to the top races in each region of the country. **See Pages 5-8.**

AMERICAN FEDERATION OF LABOR CONGRESS OF INDUSTRIAL ORGANIZATIONS AFL CIO

# AFL-CIO NEWS

VOLUME 37, NUMBER 22 OCTOBER 26, 1992

# Labor gallops down election home stretch

## *Clinton, Gore join nationwide rally*

**By Michael Byrne**

Unions launched an intensive 10-day effort to get out the labor vote Oct. 24 with simultaneous rallies in 31 cities, connected by closed-circuit TV and featuring Gov. Bill Clinton and Sen. Al Gore, as well as other candidates.

The Democratic presidential candidate joined AFL-CIO President Lane Kirkland and hundreds of union members at the rally in Des Moines, Iowa, while his running mate was with Secretary-Treasurer Thomas R. Donahue and unionists at the rally in Louisville, Ky. Their appearances were televised by satellite to the other rally sites.

"I believe that, with your support, we can build an economy that works and be rid of trickle-down economics once and for all," Clinton said. "It's time that the people who do the work, raise their kids, pay their taxes and play by the rules can win again. And we will win again."

The nationwide union rally came on the heels of a presidential debate series in which Clinton and Gore scored impressive victories, hammering incumbent President Bush and Vice President Quayle on the administration's lack of vision and failure to revive the slumping economy.

Clinton continued to gain supporters even though independent Ross Perot poured $60 million of his $3 billion fortune into his revived candidacy, threatening to siphon off Clinton votes with his own call for change. But Perot's message, including a 50-cent-a-gallon tax on gasoline, taxes on employer-paid health insurance and cuts in Medicare and Social Security, is a painful prescription of regressive measures unfair to working people.

Clinton stressed his intention to create new jobs with investment in infrastructure, paid for with defense cuts and higher taxes on families earning more than $200,000 a year, and said he would not raise taxes on middle-income families to pay for his economic growth initiative.

"Middle-class Americans are basically the only group who've been taxed more in the past 12 years, even though their incomes have gone down," Clinton said. "The wealthiest Americans have been taxed much less, even though their incomes have gone up."

Clinton's focus on the issues, contrasted with the calculated attacks by President Bush on Clinton's "character," bore fruit with endorsements from many disparate groups, including 591 economists that counted nine Nobel Prize winners among its number. Even John White, who drafted Perot's economic plan, endorsed Clinton.

Senate Majority Leader George Mitchell (D-Maine) and 40 other Democratic senators promised to make good on Clinton's pledge to develop com-

**Continued on Page 8**

Jim West/IBT

**Teamsters President** Ron Carey carries Clinton-Gore message to Detroit during "Make America Work Again" tour.

# U.S.-Canadian protest of NAFTA draws 1,500

**By John R. Oravec**

With their jobs on the line and their standard of living in peril, workers continue to demonstrate their deep concerns over the dire impact of the trade treaty that President Bush has negotiated with Mexico.

That point was made clear at the Canadian border near Blaine, Wash., where 1,500 trade unionists and supporters joined to protest the pending North American Free Trade Agreement. The rallying workers from the United States and Canada underlined the need for renegotiation of the seriously flawed trade scheme.

A raft of studies have concluded that NAFTA would erode America's standard of living of blue-collar factory workers and white-collar service workers alike.

The findings show that NAFTA will miss the mark of lifting Mexican workers out of their deplorable life of poverty, with most gains shifting to corporate profits at the expense of U.S. and Canadian workers' wages and jobs north of the border.

Co-sponsored by the Washington State AFL-CIO and the British Columbia Canadian Labour Congress, the Canadian border rally was joined by the Rainbow Coalition and the Coalition for Fair Trade and Justice.

Rev. Jesse Jackson of the Rainbow

**Continued on Page 4**

# Bush plays politics with Davis-Bacon worker protections

**By Candice Johnson**

President Bush, in a desperate attempt to win business support in electoral-rich Florida and Louisiana, has suspended Davis-Bacon safeguards for hurricane relief efforts.

Bush's order is "absolute hypocrisy and pure baloney" meant to "curry favor with those who oppose federal labor standards," said AFL-CIO Vice President Robert A. Georgine, who heads the federation's Building and Construction Trades Department.

AFL-CIO President Lane Kirkland charged that by suspending the law, "President Bush is permitting the citizens of those states to be victimized again. Communities now seeking to rebuild are facing a second disaster — a sea of contractors whose promise of lower costs can only be delivered with shoddy work."

Rep. William D. Ford (D-Mich.), chairman of the House Education and Labor Committee, pledged to look into the president's action when the new 103rd Congress convenes next January.

Ford charged the White House is using the desperation of jobless and underemployed workers "as an opening to cut wages and please U.S. Chamber of Commerce campaign supporters."

Davis-Bacon Act standards are used to protect taxpayers from fly-by-night operations that win government contracts, Kirkland said, citing news accounts noting that many of the destroyed and damaged structures, especially in Florida, were put up without careful attention to building code requirements.

"This tragedy will likely be repeated if contractors are permitted to pay bargain-basement wages and hire unskilled workers rather than turning to the experience and training necessary to get the job done right," he said.

Georgine noted that post-disaster inspections of many structures "revealed shoddy construction practices and poor

**Continued on Page 12**

# New rallying cry in Pittsburgh: 'Buy The Press'

By James B. Parks

Changing their rally cry from "Stop The Press" to "Buy The Press," unions representing locked-out Pittsburgh Press workers formed a committee to pursue an employee buyout of the paper.

"Organized labor cannot sit idly by and allow the Pittsburgh newspapers to self-destruct," said Teamsters President Ron Carey. "This committee is vigorously working to obtain a share of the ownership in this newspaper and find a responsible buyer to enter into that partnership."

After failing to negotiate in good faith with striking workers, the Press' parent, Cincinnati-based E.W. Scripps Co., announced on Oct. 2 that it was selling the newspaper. That decision confirms the company's hidden agenda in the contract talks, union leaders said.

The committee has obtained the services of the Steel Valley Authority, a quasi-public industrial development firm that was involved in the Bakery, Confectionery and Tobacco Workers' purchase of City Pride Bakery.

The authority will "help walk us through the steps," said George Curtin, coordinator of the Newspaper Unions Unity Council, which represents the 10 unions at the Press.

The unions hope to make the buyout a community effort. "I call upon the entire western Pennsylvania community to join with us and potential buyers in doing whatever is necessary to purchase this newspaper and give the community the type of quality newspaper it richly deserves," Carey said.

The committee also is seeking the support of the local religious community as well as city and county government, Curtin said.

About 600 members of IBT Local 211 struck the paper May 17 after months of futile negotiations, unfair working conditions and threats of layoffs. The company responded by locking out the other unions.

The strike began on the day the Press planned to unilaterally institute a new delivery system for the Press and Pittsburgh Post-Gazette, which it distributes under a joint operating agreement. The Press had said it wants to replace 4,500 youth carriers with adult carriers who would pick up the paper at centralized points, throwing some 450 IBT-represented drivers out of work.

Besides the IBT, the unions involved include printing pressmen, paper handlers and plate makers from the Graphic Communications Union, a mailers local and typographical division of the Communications Workers, Service Employees, Electrical Workers, Operating Engineers and Machinists. The Newspaper Guild, which supports the Unity Council, represents workers at the Post-Gazette, but not at the Press.

# SEIU scores big victories as firms avoid 'Trash' heap

By Sharolyn A. Rosier

The Service Employees gained a major victory when three companies slated to appear on the union's "America's Top Trash" list of anti-worker companies announced they would hire union cleaning firms or agreed to support the union's goals just prior to release of the list.

Ford Motor Co. in Detroit, U.S. West in Denver and Unisys in Silicon Valley are missing from the list because "they decided at the last minute to support better wages and benefits for janitors who clean their offices and plants," said union spokesperson Bill Ragen.

But six companies, chief among them Toyota Motor Corp. and Koll Corp., are being named as national "Enemies of Justice for Janitors" along with dozens of local cleaning contractors, office building owners and real estate developers.

"Toyota crawled into our honorary garbage can by employing an anti-union contractor called Advance Building Maintenance, which pays low wages, provides few or no health benefits and regularly violates labor law, wage and hour laws and health and safety regulations," Ragen said.

A demonstration outside the company's headquarters in Torrance, Calif., Oct. 8 drew almost 500 janitors and supporters. The union also leafletted 30 Toyota dealerships throughout the country as well as Toyota facilities in El Salvador.

SEIU also demonstrated at Koll Corp. properties, named as the nation's "No. 1 Enemy of Justice for Janitors." Koll Corp. is a real estate conglomerate based in Orange County, Calif.

"The head of Koll's $4 billion, 38 million-square-foot real estate portfolio made $319,000 in cold cash for himself in 1990, but he continues to fight efforts by janitors who clean Koll buildings in Seattle and San Diego to improve their meager wages," Ragen said.

Developer John Akridge of Washington, D.C., was also cited for successfully lobbying local government for favorable tax, land use and zoning breaks. Unionists demonstrated outside Akridge's offices Oct. 8.

Union demonstrators in Milwaukee protested American Landmark Properties' refusal to hire a cleaning contractor paying decent wages and benefits while applying for a $1.9 million loan from the city to redevelop the First National Bank Building.

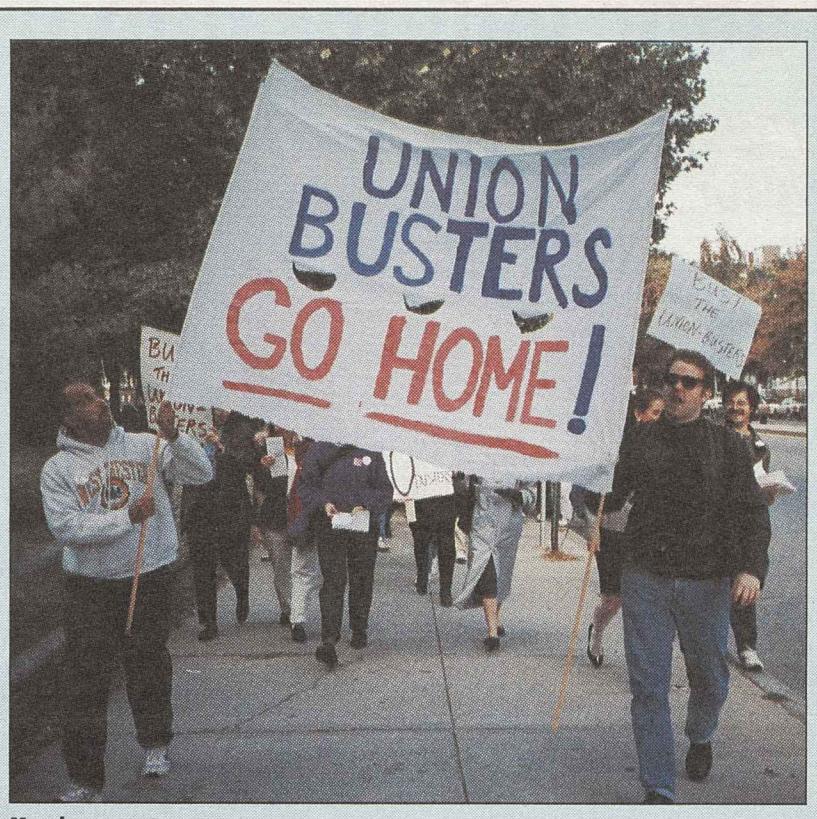
Another target for demonstrations was Southern New England Telephone in Hartford, Conn., which gained its "Top Trash" distinction by allowing its contractor to pay janitors $2 less per hour than unionized janitors.

Also cited were Grubb and Ellis and the Gerald Hines Co., two firms that use contractors that provide fair treatment in some cities, but seek to get away with using low-wage contractors in other places.

"America's Top Trash" list is a part of the Justice for Janitors campaign that has organized more than 30,000 janitors in some 20 cities without relying on National Labor Relations Board elections, which often tie up the process for years.

"The campaign is proud to have used a combination of public relations tactics such as this as well as community organizing and non-violent demonstrations," Ragen said.

Most janitors earn less than $35 a night and many must work two or three part-time jobs, the union said.




**Members** of the Harvard Labor Law Project protest the recruiting efforts of union-busting law firms on their campus.

## *Students rebuke union busters*

Harvard Law School students and union members rallied against the recruiting efforts on campus of the union-busting Philadelphia law firm of Morgan, Lewis and Bockius.

"We're not mercenaries who will do anything for an $80,000 salary," said Andrew Levin, president of the Harvard Labor Law Project. "We care about the morality of a firm's practice.

"Bashing the rights of poor and working people is plain wrong," he said.

The Labor Law project, which began at Harvard, has expanded to about 30 top law schools nationwide, said Cheryl Graeve, director of Frontlash, the AFL-CIO's youth arm.

Morgan, Lewis was instrumental in breaking a Teamsters union among USAir ground support personnel in the Philadelphia area, said Mike Duff, a Harvard law student and former IBT steward at USAir.

Over 300 Harvard Law students have signed pledges to not work for union-busting law firms. Each year since 1984 the students have protested recruiting by union-busters. They were joined by members of the IBT, AFSCME and an unaffiliated electrical union.

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# Solidarity key to HERE pact at Mayflower

International labor solidarity helped the Hotel Employees and Restaurant Employees Local 25 win a new three-year contract with the Mayflower Hotel in Washington, Local 25 Secretary-Treasurer Ron Richardson said.

"Support from the entire labor movement during our one-month strike enabled us to win this contract," Richardson said. "Our workers will now receive the same package other hotel workers in the city receive."

The agreement came a week after Histadrut, the Israeli labor movement, responding to a letter from AFL-CIO President Lane Kirkland, convinced the Israeli delegation not to stay at the Mayflower when Mideast peace talks resumed at the State Department Oct. 21.

Histadrut General Secretary Haim Haberfeld brought the dispute to the attention of Israeli Foreign Minister Shimon Peres, who decided to move the delegation to another hotel.

The Israeli entourage would have brought in about $250,000 worth of business during the 10-day stay.

Kirkland thanked Histadrut for its support in a letter to Haberfeld, noting the "constructive role" played by Eli Cohen-Kagan, labor attache at the Israeli embassy.

The contract, ratified unanimously, covers more than 325 Mayflower employees. It includes 65-cent wage increases in the second and third years, fully paid hospitalization and additional company contributions to the dental and optical plan. Wages are frozen the first year of the contract.

The D.C. Hotel Association, representing 27 hotels, agreed last spring to a similar contract that covered more than 5,000 other Local 25 members.

Besides the Israelis, other organizations that canceled events at the hotel included the American Bar Association, the National Women's Law Center and the Leadership Conference on AIDS.

An effective strategy by the union included strikers and their supporters gathering each morning at 6:30 a.m. to give hotel guests a "wake-up call."

Matthew Finucane/APALA

**Retired Ladies' Garment Worker** Doris Gee urges Asian Pacific Americans to vote Nov. 3 during a labor festival in New York City. The festival was sponsored by the AFL-CIO Asian Pacific American Labor Alliance and the New York City AFL-CIO Asian Labor Committee.

# New York enacts MacBride rules

New York added its formidable $56 billion annual state budget to the struggle for justice in Northern Ireland by requiring multinational companies that do business with the state to abide by the MacBride Principles.

The new law, passed in July and signed by Gov. Mario Cuomo on Oct. 6, gives preference through the contracting process to vendors whose Northern Ireland plants are run on a non-discriminatory basis.

"The people in the north of Ireland are in desperate need of work, and by making sure that all can get access to work, we are making a contribution to peace with justice in that part of the world," said New York State AFL-CIO President Edward J. Cleary.

The strength of MacBride contract compliance rules was shown in New York City, where a similar bill was enacted last year. It forced the Canadian firm, Bombardier, which owns Shorts Aircraft, a major employer in East Belfast, to institute a recruitment program for Catholic workers in an area where anti-Catholic discrimination is rampant, said Joseph Jamison, director of the Irish-American Labor Coalition.

# States urged to fill void, help children

By Muriel Cooper

A model state child labor law was unveiled by a coalition of 35 organizations that criticized the federal government's failure to enforce protections for young workers.

Child labor, once considered as obsolete as corporal punishment, has resurfaced and dramatically increased over the past decade, said the Child Labor Coalition.

Each year thousands of children are working illegally in dangerous occupations, injured on the job and even killed in the workplace.

An estimated 5.5 million youths between 12 and 17 years old work, and some children as young as 6 and 8 years old are employed in agriculture, the coalition said in unveiling the model.

"The focus on the states grew out of increasing disgust over federal inaction," said Linda Golodner, president of the National Consumers League, one of the coalition organizations. "We have not seen any commitment on the part of President Bush or his Secretary of Labor."

John Zalusky of the AFL-CIO Department of Economic Research said he hoped that states will use the model law as a tool to draft legislation to strengthen child labor laws.

"The model is comprehensive and, through its restriction of hours and work permit requirements, should ensure proper priorities for youth while preparing them for the future," Zalusky said.

The model law includes an across-the-board minimum age of 14 for young workers in agricultural and non-agricultural fields. Currently, 27 percent of states set a minimum age below 14 years and 49 percent have no minimum age for agricultural employment. Some 800,000 children work as seasonal workers.

## Hours restricted

The model restricts working hours for all minors under 18 while school is in session and requires work permits for all working minors — a provision aimed at the fast food industry, which has been known to work minors for excessive hours.

The law sets minimum and maximum civil penalties for child labor violations and calls for imprisonment from one to 20 years for criminal violations resulting either in serious injury or death.

"This model legislation represents a solid approach to addressing, attacking and alleviating the problems associated with youths working in this country," said Robert Harbrant, president of the AFL-CIO Food and Allied Service Trades Department.

Recognizing some youth must work to boost family income, the law establishes a linkage between work and educational fulfillment.

"We believe the principal job of our nation's children should be their education," said Gregory Humphrey of the AFT. "But those who must work should be guaranteed conditions that further their education and are safe and healthful."

"We are optimistic that under a Bill Clinton presidency, the U.S. Department of Labor will resume its primary role as the protector of young workers, as well as adults, in the workplace," said Evelyn Dubrow, vice president and legislative director of the Ladies' Garment Workers.

# ILO: Austerity plans hurt workers and poor

Caracas, Venezuela

The economic austerity and "structural adjustment" programs advocated for Latin America by the World Bank, the International Monetary Fund and the Bush and Reagan administrations have resulted in lost wages, lower standards of living and wider gaps between rich and poor, according to a new report from the International Labor Organization.

The political and social implications of the study, released by the ILO director general, were discussed Sept. 30 through Oct. 7 by delegates to the ILO's 13th Conference of American States.

Despite the fact that these policies have helped control the high levels of inflation that wracked the region for decades, workers have lost ground in all countries except for Bolivia, Chile and Costa Rica, the report concluded.

Observers now fear that social upheaval in the region, brought on by mass privatization and economic austerity programs, may have spurred a resurgence of the anti-union and anti-democratic right-wing.

In Venezuela, for example, a military coup attempt almost toppled the democratically elected government in February and, on Sept. 23, the president of the Venezuelan Workers Confederation was shot in an assassination attempt by two young coup supporters.

In his address to the conference, AFL-CIO International Affairs Director Charles D. Gray, the U.S. Worker Delegate to the ILO, charged that support from Reagan and Bush for radical Latin American structural adjustment programs was both short-sighted and hypocritical.

"While the United States was telling Latin America to balance its governmental books, the Reagan and Bush administrations ran up the largest peacetime deficits the country has ever seen," Gray said.

"While the United States was telling Latin America to run trade surpluses so that it could pay its foreign debts, our leaders pursued policies that took our trade deficit from $20 billion in 1981 to more than $150 billion in 1987, and will still amount to more than $75 billion in 1992," he added.

Gray said U.S. workers have been under attack, their living standards in decline, their unions vilified and essential social safety-net programs cut to the bone while new catchwords were devised.

"To mask massive layoffs, they were euphemistically called 'restructuring,'" he said. "To hide the denial of adequate health and safety regulations and pollution controls, a new goal of 'deregulation' was enshrined. To do away with government services and government jobs, 'privatization' was canonized.

"But, the United States was not satisfied with doing this just to its own workers," Gray declared. "It then tried to export the policies.'

Of the 10 resolutions submitted on topics ranging from freedom of association to AIDS, only three were considered by the full body, one from each of the sectors — workers, employers and governments.

The workers' resolution — which called for strengthened labor codes to protect against deregulation, increased dialogue between labor, government and business to address changes in economic and trade policies, and the application of labor law in the informal sector — was so weakened by employers that it had to be withdrawn.

# Workers confront threat to U.S., Canadian jobs

**Continued from Page 1**

Coalition called on Congress to reject its fast-track approval of NAFTA and focus on a plan to raise the living standards of working people.

"We want jobs and livable wages," along with health care and jobs with a future, said Jackson, who pointed out that Democratic presidential candidate Gov. Bill Clinton has raised the right questions about the trade pact.

Washington State AFL-CIO President Lawrence Kenney underscored the need for trade policies keyed to raising the value of human rights over property rights. He called for the establishment of higher labor and environmental standards throughout the United States, Canada and Mexico.

Following the "Hands Across the Border" rally, participants marched to the International Peace Arch in Blaine to sign a declaration of principles for the inclusion of human, worker and environmental rights in any fair trade agreement.

Steve Smith

**American and Canadian** workers rally against Mexico trade agreement at Blaine, Wash.

## Call for social charter

In a report on NAFTA to Congress, the Office of Technology Assessment (OTA) called for the negotiation of a North American Social Charter and establishment of a U.S.-Canada-Mexico Commission for Labor and Social Welfare. It also proposed a commission to oversee the improvement of the environment and infrastructure along the U.S.-Mexican border.

"If NAFTA comes before Congress unaccompanied by significant domestic reforms," OTA warned, its approval could "lock the United States into a low-wage, low-productivity future."

The OTA study said there would be a greater impact on outflow of U.S. jobs after the first years because NAFTA provisions would phase in gradually.

"For workers who lose their jobs because of NAFTA, whether in the short or long run, the consequences can, of course, be devastating."

OTA noted that "workers in apparel, auto parts and television assembly are already suffering job losses due to movement of production to Mexico. NAFTA may reinforce this tendency."

Similar findings emerged in a study by economists Timothy Koechlin of Skidmore College and Mehrene LaRudee of the Center for Popular Economics.

"NAFTA is unlikely to improve the living standard of the average person in the United States or Mexico," Koechlin and LaRudee wrote. "At best, it is likely that U.S. workers will lose jobs and income, while Mexican labor will on average be no better off than before NAFTA."

They observed that "the position of the Bush administration is fairly clear: what is good for General Motors is good for North America. A free trade agreement is likely to benefit General Motors, but it is not likely to benefit the average person on either side of the border."

## Poor exchange noted

Position papers developed by the AFL-CIO Task Force on Trade refute claims by the Bush administration that NAFTA would generate a flourishing market for U.S. exports to Mexico, despite the wide disparity between the U.S. and Mexican economies. In 1989, Mexico's gross domestic product was less than 4 percent of the U.S. GDP.

Most of the trade with Mexico involves shipments of parts and assembled productions between divisions of U.S. companies.

"The material Mexico imports from the United States will only be used to make products (add value) that will be re-exported back to the United States," the task force noted. "In the maquiladora plants along the border, virtually all the production is sent back to the United States. From 1982 to 1989, shipments to the United States from Mexican affiliates of U.S. companies increased by 269 percent."

Hundreds of thousands of workers have seen employment opportunities vanish as U.S. companies moved production to Mexico, the task force pointed out. This is the result of U.S. firms "taking advantage of the poverty of Mexican workers and the absence of any effective regulations on corporate behavior. The proposed trade agreement will only make matters worse."

As currently drafted, U.S. corporations and their owners stand to reap enormous profits under the trade treaty, the task force said. But the United States as a whole, "stands to lose, and particular groups of American workers stand to lose an enormous amount."

## Labor standards needed

Speaking at a Washington symposium for college students, President William H. Bywater of the Electronic Workers said Mexico should be required to adopt minimum wage and labor standards comparable to those of the United States as a condition of approving NAFTA.

Bywater said the pact could result in the exodus of many thousands more American jobs as U.S. companies rush to take advantage of Mexico's low wages and lax enforcement of safety, health and environmental standards.

Specifically, he suggested the need for Mexico to adopt the current U.S. minimum wage of $4.25 an hour and implement a health insurance program for its workers.

# Runaway health care costs drain income of working families

**By Colleen M. O'Neill**

A new study released by the Service Employees has found that working families lost $4,008 in real wages over the past 12 years because of the ravages of an out-of-control health care system.

"Out of Control, Into Decline," based on analysis of data from 1980 to 1992 by the consulting firm Lewin-ICF, found that families, state governments and the federal government all have fallen prey to runaway health cost inflation.

In addition to the loss of wages, working families saw their out-of-pocket health expenses increase 145 percent, from $939 in 1980 to $2,303 in 1992. In sum, every working family lost an average of nearly $8,400 (in 1992 dollars) during the period studied because of the combined effect of lower wages and higher out-of-pocket health payments.

"Working families have paid for our country's failure to control runaway health costs with squeezed family budgets and falling living standards, and these costs in turn are one of the most important causes of our sick economy," said SEIU President John J. Sweeney at a news conference Oct. 22. Sweeney chairs the AFL-CIO Committee on Health Care.

> ***"It is clear that economic rebuilding in the United States is not possible without stringent measures to contain health care costs."***
>
> **— John Sweeney, SEIU President**

The study notes that "the average working family could have saved almost $12,000 from 1980 to 1992 if they had put in the bank the income lost to out-of-control health care costs."

Health care costs have been growing faster than the overall economy since the early 1980s — and without comprehensive reform, that spending likely will continue unchecked. A Congressional Budget Office report released Oct. 14 projects health care spending will consume about 18 percent of the nation's gross domestic product — up from close to 14 percent now — by the year 2000.

Between 1992 and 2000, the CBO projects health care spending to grow at an average annual rate of 9.6 percent, compared with a predicted GDP growth rate of 5.8 percent.

For their dollars, American working families get a system that leaves 36 million people without health insurance of any kind, and with another 50 million underinsured.

The CBO report pointed out that ever-increasing spending will further erode wage increases for American workers and will consume even greater amounts of federal and state spending. The SEIU study detailed the effects of that phenomenom already seen under current spending levels.

For example, the study said, working families with health insurance in 1992 took the equivalent of a 5.3 percent cut in take-home pay because of health care costs.

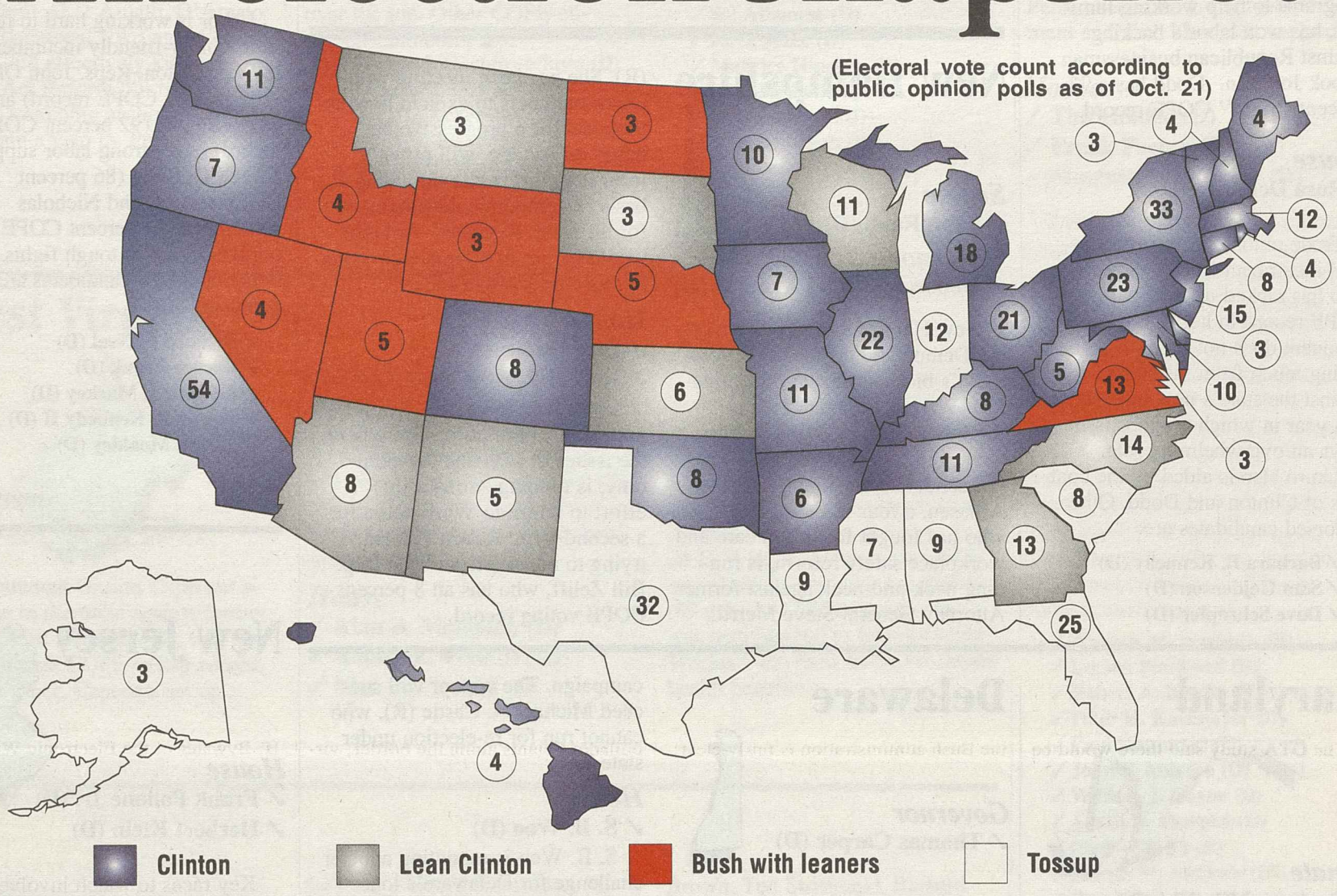
In addition, if health costs had been kept in line with economic growth since 1980, businesses would be paying approximately one-third less than the current $3,054 average cost per employee for health insurance. More dramatic savings would have been achieved by small businesses, the study said — $1,283 per employee per year.

John Shepherd, vice president for government relations for Safeway, Inc., who appeared with Sweeney at the news conference, pointed out the benefits of such savings, saying "the health cost problems of individual companies add up to a major problem for the economic well-being of our country."

The cumulative national savings would have been $1.2 trillion, the SEIU study said. The federal government would have saved $79 billion in 1992 alone. States would have had an extra $34.9 billion available in 1992 — enough to cover all but $4.8 billion of the projected $39.7 billion state budget deficits.

"It is clear that economic rebuilding in the United States is not possible without stringent measures to contain health care costs," Sweeney said.

# An election snapshot




## *Two weeks out, election poses real challenge*

**By Michael Byrne**

If the election were held Oct. 21, Gov. Bill Clinton would have won handily, amassing 396 electoral votes, far more than the 270 he needs, according to a consensus of public opinion polls.

But the election is not until Nov. 3, and previous elections suggest that any slackening of union efforts on Clinton's behalf could help tip important states out of the Democratic candidate's column.

Public opinion polls, while useful in tracking voter opinion, are merely snapshots of a moment in time — of what the race was then — and do not foretell how the race will end. Public opinion is especially volatile during the last two weeks of a campaign.

Thus, Truman shocked Dewey and most pundits in 1948 and Reagan zipped past Carter in 1980. Gallup polls showed Carter with a 7-point edge three weeks before that election. But dramatic voter shifts gave Reagan a nine-point victory. In 1976, Gerald Ford almost overtook Carter, who held a 13-point lead three weeks out.

Armed with this history, unions are taking nothing for granted this election year. Phone bank operators are busy calling undecided union members and are gearing up for the get-out-the-vote push, which begins three days before the election. Local union members are distributing fliers and leaflets at plant gates and asking fellow workers to sign "four-for-candidate" cards committing to Clinton and other endorsed candidates.

Clinton is doing best in states where there is a large number of union members — in California, New York and Illinois, for example. A massive voter turnout by union members also could provide the margin of victory for Clinton and other endorsed candidates in key battleground states like Michigan, New Jersey, Pennsylvania, Ohio, Kentucky, Missouri, North Carolina and Georgia.

Unions believe their members can make a difference in Texas and Florida — states that President Bush once believed were firmly in his corner but which now are in the toss-up category.

Independent candidate Ross Perot has not garnered enough support to win any state and get on the board where it counts, in electoral votes.

"Ross Perot has absolutely no chance of winning this election," said John Perkins, director of the AFL-CIO Committee on Political Education. "But he could cause problems in some key states by draining off votes for change."

Perkins said the electoral mood for change could work against labor's efforts on two fronts — boosting state initiatives to limit congressional terms and turning out incumbent members of Congress who have solid COPE records.

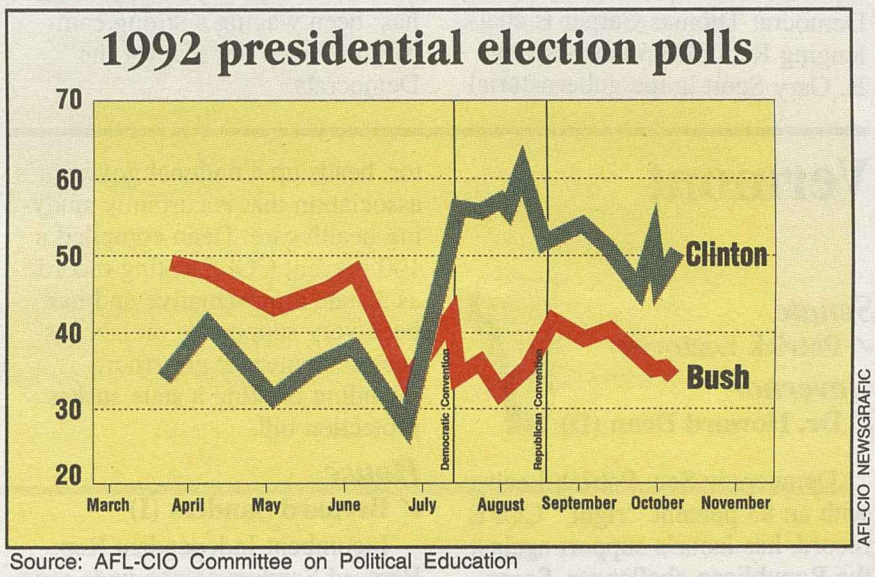
The AFL-CIO opposes term limits, on the ballot in 15 states, because it takes from the voters the right to choose the best candidates. Americans already have the right to limit terms, the AFL-CIO argues, and they exercise it every time they go to the polls.

Several COPE-endorsed lawmakers are in tough re-election campaigns, including Sen. John Glenn and Rep. Mary Rose Oakar in Ohio, Reps. George Sangmeister and John Cox in Illinois and Rep. Gerry Sikorsky in Minnesota. In addition, reapportionment threatens the incumbencies of Reps. Tom McMillen (D-Md.), David Nagle (D-Iowa) and Pat Williams (D-Mont.), among others.

COPE polling shows that union members, on average, vote for endorsed candidates by a margin of some 67 percent. Unionists also are more likely to vote than the electorate at large — 65 percent to just over 50 percent.

The impact of labor's vote in these close races was underscored by a study of sample Illinois districts in 1988 by Michael LeRoy of the Institute of Labor and Industrial Relations, University of Illinois at Champaign-Urbana.

LeRoy concluded that labor tipped the elections for Sangmeister in the 4th District and for Jerome Costello in the 21st District, and contributed greatly to the landslide win for Glenn Poshard in the 22nd District.




Source: AFL-CIO Committee on Political Education

# The Candidates

# EAST

## Connecticut

*Senate*
✓ **Chris Dodd (D)**

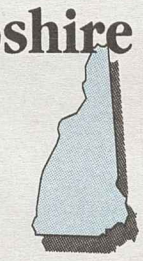
Incumbent Sen. Chris Dodd, a strong supporter of child care, family and medical leave and other programs to help working families, has won labor's backing against Republican businessman Brook Johnson. Dodd has a 93 percent "right" COPE record.

*House*
✓ **Rosa DeLauro (D)**

Trade unionists are firmly behind incumbent Rosa DeLauro, who has racked up a 92 percent COPE record in her first term. Her opponent does not seem to be benefiting much from his stand against the state's new income tax in a year in which the jobs issue plays an overwhelming role. DeLauro also is aided by the coattails of Clinton and Dodd. Other endorsed candidates are:

✓ **Barbara B. Kennelly (D)**
✓ **Sam Gejdenson (D)**
✓ **Dave Schropfer (D)**

## New Hampshire



*Senate*
✓ **John Rauh (D)**
*Governor*
✓ **Deborah (Arnie) Arnesen (D)**

New Hampshire labor is endorsing Democratic businessman John Rauh's bid for the seat of retiring Sen. Warren Rudman. Facing Rauh is Republican Gov. Judd Gregg. Labor-endorsed gubernatorial candidate Deborah (Arnie) Arnesen, a four-term legislator who has fought for health care and workplace safety reform, is running neck-and-neck against former Attorney General Steve Merrill (R). She has been meeting with union members to explain how her proposal for a progressive tax, based on income, will provide local tax relief while providing a basis for economic development for the state. If elected, Arnesen would be the first female governor in this conservative state.

*House*
✓ **Dick Swett (D)**
✓ **Robert Preston (D)**

Incumbent Rep. Dick Swett (92 percent COPE record), running on the issues of jobs and the economy, is running strong in his effort to return to Washington for a second term. Robert Preston is trying to unseat Republican Rep. Bill Zeliff, who has an 8 percent COPE voting record.

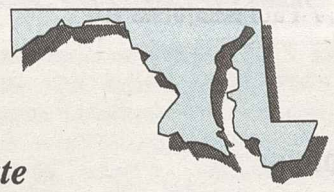
## Massachusetts

*House*
✓ **Joseph D. Early (D)**
✓ **John Olver (D)**
✓ **Gerry E. Studds (D)**
✓ **Nicholas Mavroules (D)**

Labor is working hard to return four worker-friendly incumbents to Washington. Reps. John Olver (100 percent COPE record) and Gerry Studds (92 percent COPE record) have strong labor support. Joseph D. Early (86 percent COPE record) and Nicholas Mavroules (94 percent COPE record) both are in tough fights. Other endorsed candidates are incumbents:

✓ **Richard E. Neal (D)**
✓ **Barney Frank (D)**
✓ **Edward J. Markey (D)**
✓ **Joseph P. Kennedy II (D)**
✓ **Joseph Moakley (D)**

## Maryland



*Senate*
✓ **Barbara Mikulski (D)**

Incumbent Sen. Barbara Mikulski, who has posted a 92 percent "right" COPE record, is being challenged by Republican gadfly Alan Keyes. She has a commanding lead, both based on her strong record and on the incompetency of the Keyes campaign, which has been abandoned by the Republican National Committee.

*House*
✓ **C. Thomas McMillen (D)**
✓ **Steny H. Hoyer (D)**
✓ **Tom Hattery (D)**

Democratic incumbent Reps. Tom McMillen and Steny H. Hoyer are facing tough re-election battles. After redistricting, McMillen (91 percent COPE voting record) and GOP incumbent Wayne Gilchrest (17 percent) are seeking the same seat. Hoyer ranks fourth in the House leadership and has a 95 percent COPE voting record, but is running in mostly new territory as well. Democratic challenger Tom Hattery in the 6th District, who upset incumbent Rep. Beverly B. Byron in the primary, is looking to keep the seat for the Democrats. Other endorsed candidates are:

✓ **Benjamin L. Cardin (D)**
✓ **Kweisi Mfume (D)**
✓ **Albert Wynn (D)**

## Delaware

*Governor*
✓ **Thomas Carper (D)**

After compiling a 76 percent "right" COPE voting record while Delaware's lone member of the House of Representatives, Democrat Thomas Carper is challenging Republican businessman B. Gary Scott in the gubernatorial campaign. The winner will succeed Michael N. Castle (R), who cannot run for re-election under state law.

*House*
✓ **S. B. Woo (D)**

S. B. Woo is mounting another challenge for Delaware's lone House seat, opposing Castle, who enjoys the advantage of incumbency and name recognition in the small state. Woo has been waging a strong campaign to keep the seat for the Democrats.

## Vermont

*Senate*
✓ **Patrick Leahy (D)**
*Governor*
✓ **Dr. Howard Dean (D)**

Democratic Sen. Patrick Leahy, with an 83 percent "right" COPE record, has labor's support against the Republican challenger, Secretary of State James Douglas. In the governor's race, Lt. Gov. Howard Dean is pulling away from Republican state Sen. John McClaughry. Dean, a medical doctor, heads up a national governor's association that is currently studying health care. Dean compiled a 100 percent COPE voting record as a state representative and has been very supportive on labor issues as lieutenant governor, including backing a state striker protection bill.

*House*
✓ **Bernard Sanders (I)**

Incumbent Independent Rep. Bernard Sanders enjoys wide-ranging support with potential coattails for Democratic state legislature candidates. He has the kind of union support that befits his 100 percent COPE voting record.

## Maine

*House*
✓ **Thomas H. Andrews (D)**
✓ **Pat McGowan (D)**

First-term Democratic incumbent Thomas H. Andrews takes strong union support and a 92 percent COPE voting record in his first year in Congress against heiress Linda Bean. Pat McGowan, who compiled a 90 percent COPE voting record in the state legislature, seeks to unseat Republican incumbent Rep. Olympia J. Snowe in the 2nd District.

## New Jersey

*House*
✓ **Frank Pallone Jr. (D)**
✓ **Herbert Klein (D)**

Key races to watch involve Democratic incumbent Frank Pallone Jr. (89 percent COPE record) and Democratic challenger Herbert Klein. Prospects look good for victories in both cases, with a statewide phone bank operation calling on union members to rally for both candidates. Other COPE-endorsed candidates are:

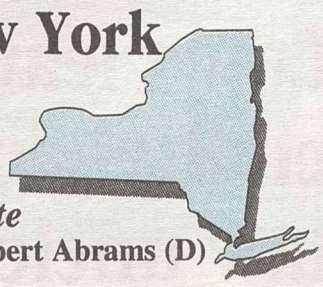
✓ **Robert E. Andrews (D)**
✓ **William J. Hughes (D)**
✓ **Robert G. Torricelli (D)**
✓ **Donald M. Payne (D)**
✓ **Christopher H. Smith (R)**
✓ **Frank Abate (D)**
✓ **Robert Menendez (D)**
✓ **Robert Franks (R)**

## Rhode Island

*House*
✓ **David Carlin (D)**
✓ **Jack Reed (D)**

Challenger David Carlin has pulled even with incumbent GOP Rep. Ronald K. Machtley (53 percent COPE record) and stands to benefit from Clinton-Gore coattails. Rep. Jack Reed (92 percent voting record) is leading in his bid for re-election.

# New York



*Senate*
✓ **Robert Abrams (D)**

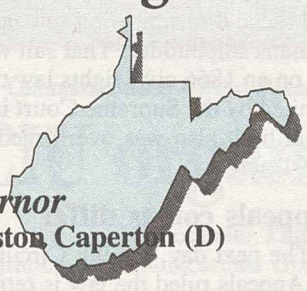
With labor's support, New York Attorney General Robert Abrams is challenging Republican incumbent Al D'Amato. D'Amato has a 51 percent "wrong" COPE record and effectively killed the Hatch Act Reform bill two years ago by switching at the last minute to sustain a veto by President Bush.

*House*
✓ **Phil Schiliro (D)**
✓ **Carolyn Maloney (D)**

Democratic challenger Phil Schiliro is running strong in his attempt to capture an open seat. He fought for labor's rights on Capitol Hill as the administrative assistant to Rep. Henry A. Waxman (D-Calif.) Meanwhile, Democratic New York City Councilwoman Carolyn Maloney is counting on union votes to put her over the top. Other COPE-endorsed candidates are:

✓ **George J. Hochbrueckner (D)**
✓ **Thomas J. Downey (D)**
✓ **Gary L. Ackerman (D)**
✓ **Floyd H. Flake (D)**
✓ **Thomas J. Manton (D)**
✓ **Charles E. Schumer (D)**
✓ **Edolphus Towns (D)**
✓ **Major R. Owens (D)**
✓ **Charles B. Rangel (D)**
✓ **Jose Serrano (D)**
✓ **Eliot Engel (D)**
✓ **Nita M. Lowey (D)**
✓ **Michael R. McNulty (D)**
✓ **Louise McIntosh Slaughter (D)**
✓ **John J. LaFalce (D)**
✓ **Benjamin A. Gilman (R)**
✓ **Gerald B. H. Solomon (R)**
✓ **Jerrold Nadler (D)**
✓ **Nydia Velazquez (D)**
✓ **Sal Albanese (D)**
✓ **Rhea Jezer (D)**
✓ **Maurice Hinchey (D)**
✓ **Douglas Call (D)**
✓ **Dennis Gorski (D)**
✓ **John McHugh (R)**
✓ **Sherwood Boehlert (R)**

# West Virginia



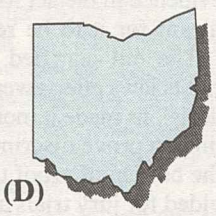
*Governor*
✓ **Gaston Caperton (D)**

Incumbent Gaston Caperton is leading in the polls against former Rep. Cleve Benedict (R), who has a 22 percent COPE voting record. As governor, Caperton set up a commission to study public employee collective bargaining, offered to help settle the Ravenswood Aluminum Corp. dispute and heavily invested in public education. He has put computers in kindergartens and raised teachers' salaries in public schools.

*House*
✓ **Alan B. Mollohan (D)**
✓ **Robert E. Wise Jr. (D)**
✓ **Nick Joe Rahall (D)**

Strong records on workers' issues won three incumbent Democratic congressmen COPE endorsements. Rep. Alan B. Mollohan (94 percent COPE record) is running unopposed. Other endorsed candidates are Rep. Robert E. Wise Jr. (94 percent COPE record) and Rep. Nick Joe Rahall (89 percent COPE record), who was instrumental in helping Mine Workers win their battle for retiree health benefits.

# Ohio



*Senate*
✓ **John Glenn (D)**

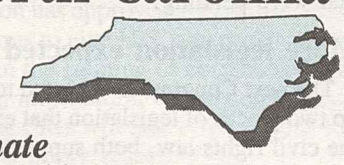
Ohio incumbent Sen. John Glenn is facing Mike DeWine, the Republican lieutenant governor and former U.S. representative. Glenn has earned an 81 percent "'right" COPE record while DeWine's House record was 86 percent "wrong."

*House*
✓ **Sherrod Brown (D)**
✓ **Tony Hall (D)**
✓ **Mary Rose Oakar (D)**
✓ **Ted Strickland (D)**
✓ **Richard Cordray (D)**
✓ **Eric Fingerhut (D)**

Incumbents Tony Hall (81 percent COPE voting record) and Mary Rose Oakar (93 percent) are in tough fights for re-election. Democratic challengers Sherrod Brown, Ted Strickland, Richard Cordray and Eric Fingerhut are making inroads by highlighting issues related to the economy and working conditions. Other COPE-endorsed candidates are:

✓ **David Mann (D)**
✓ **Thomas Chandler (D)**
✓ **Raymond Ball (D)**
✓ **Clifford Heskett (D)**
✓ **Fred Sennet (D)**
✓ **Marcy Kaptur (D)**
✓ **Louis Stokes (D)**
✓ **Robert Fitrakis (D)**
✓ **Tom Sawyer (D)**
✓ **James Traficant (D)**
✓ **Douglas Applegate (D)**

# North Carolina



*Senate*
✓ **Terry Sanford (D)**

*Governor*
✓ **Jim Hunt (D)**

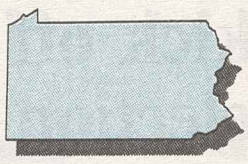
Incumbent Sen. Terry Sanford, who had heart surgery during the campaign, is maintaining a narrow lead over Republican Lauch Faircloth. Sanford has an 87 percent "right" COPE record. In the race for the statehouse, Democrat Jim Hunt (D), a former governor, is leading current Lt. Gov. Jim Gardner (R) by stressing the economy and education.

*House*
✓ **Jack Stevens (D)**
✓ **Mel Watt (D)**
✓ **Eva Clayton (D)**
✓ **Robin Hood (D)**
✓ **Rory Blake (D)**
✓ **Ben Neill (D)**

Democratic challengers Jack Stevens and Mel Watt look like good prospects in the western part of the state and the Piedmont, respectively, while Eva Clayton is leading in an eastern district. Stevens is challenging Republican Rep. Charles H. Taylor (17 percent COPE record) in a volatile seat and Watt is vying for a seat picked up in reapportionment. Other Democratic challengers working hard to gain seats are Robin Hood, Rory Blake and Ben Neill. Other endorsed candidates are incumbents:

✓ **H. Martin Lancaster (D)**
✓ **David E. Price (D)**
✓ **Charlie Rose (D)**
✓ **W. G. "Bill" Hefner (D)**

# Pennsylvania



*Senate*

Neither incumbent Republican Sen. Arlen Specter nor Democratic challenger Lynn Yeakel was able to muster the two-thirds majority necessary to gain the Pennsylvania AFL-CIO endorsement and each has union support.

*House*
✓ **Tim Holden (D)**
✓ **Frank Pecora (D)**
✓ **Marjorie Mezvinsky (D)**

Labor is working hard for three Democratic challengers locked in tight races. Tim Holden, fighting for an open seat, has won voter support through his support of health care reform as well as family and medical leave legislation. Frank Pecora — a Republican when he served in the state house — is battling first-term GOP incumbent Richard J. Santorum (42 percent COPE record). Marjorie Mezvinsky is running strong on the issues of health care, jobs and the economy. Other COPE-endorsed candidates are:

✓ **Thomas M. Foglietta (D)**
✓ **Lucien Blackwell (D)**
✓ **Robert A. Borski (D)**
✓ **Peter H. Kostmayer (D)**
✓ **Paul Kanjorski (D)**
✓ **John P. Murtha (D)**
✓ **William J. Coyne (D)**
✓ **Austin J. Murphy (D)**
✓ **Curt Weldon (R)**
✓ **Joseph M. McDade (R)**
✓ **Ron Klink (D)**
✓ **Paul McHale (D)**
✓ **Robert Peters (D)**
✓ **Bill Sturges (D)**
✓ **Paul Kilker (D)**
✓ **John Harkins (D)**

# Virginia

*House*
✓ **Andy Fox (D)**
✓ **Leslie Byrne (D)**

Democratic challengers Andy Fox and Leslie Byrne, in a newly created district, lead the charge for the labor movement in Virginia. Fox is running an aggressive campaign against incumbent Rep. Herbert H. Bateman, and polls indicate his energy and enthusiasm are paying off. Byrne is running in a dead heat with Henry N. Butler, a Republican with plenty of party connections attempting to portray himself as a Washington outsider. Other COPE-endorsed candidates are:

✓ **Robert Scott (D)**
✓ **Raymond Vickery (D)**
✓ **James Moran (D)**
✓ **Frederick Boucher (D)**

# Labor rallies kick off final election drive

**Continued from Page 1**

prehensive health care reform legislation within the first 100 days of his administration.

"By making health care reform a top priority in your campaign, you will be elected with the mandate to fulfill our common agenda," the senators wrote.

Clinton has emphasized throughout the campaign that runaway health costs imperil economic recovery, international competitiveness and the worker buying power so hard hit by the Reagan-Bush years.

Before his last debate appearance, in East Lansing, Mich., Clinton visited with union members at General Motor's Willow Run plant in Ypsilanti, Mich., where he promised to work to save auto industry jobs in this country. GM has announced it plans to close the Willow Run plant.

"This country needs an economic strategy to create jobs, to give U.S. manufacturers incentives to locate and expand plants in this country, and not incentives for them to move those plants overseas," Clinton said.

Gore met with former workers at a textile plant in Decaturville, Tenn., whose jobs were exported when the company took advantage of special subsidies to move the plant to El Salvador. Gore confronted Vice President Dan Quayle in their debate over the administration's use of U.S. tax money, through the Agency for International Development, to promote the move of U.S. plants to Central America.

The Oct. 24 video rally was part of a massive effort to mobilize union voters this election year that in many cases has gone well beyond the traditional labor get-out-the-vote effort that has ensured a 67 percent vote, on average, for endorsed candidates.

The Steelworkers, for example, have designed a campaign to make at least eight individual contacts with each of the union's 600,000 active members, including letters, telephone calls, leaflets and individual one-on-one contacts.

The phone bank at Steelworkers' headquarters in Pittsburgh, with 40 phone lines, is one of the best among the hundreds being coordinated through the AFL-CIO Committee on Political Education. In the Chicago area alone, USWA members are making calls from eight phone banks at local union halls and district offices.

AFSCME members also are key phone bank operators, setting up operations throughout Ohio and other states, and staffing a fully computerized phone bank in New York for the state federation. That phone bank has the capacity not only to call union members in New York, but AFSCME members throughout the country.

The Paperworkers in Maine have designed a one-on-one member contact program called the 20-for-candidate, which involves union members enlisting fellow workers to sign a card committing to endorsed candidates and to find other union members willing to sign.

The Teamsters, endorsing a Democratic presidential candidate for the first time in 24 years, have taken their campaign for Clinton on the road. IBT President Ron Carey is leading a "Make America Work Again" caravan through the midwestern states of Michigan, Ohio, Pennsylvania, Kentucky, Wisconsin, Illinois and Missouri, speaking directly with union members and their families about the key issues in this election.

Maryanne Keffer Zweig/Page One Photography

**Service Employees** and their families send a message to the White House during a rally in Washington.

## The 1992 Senate Elections

COPE-endorsed candidates in **bold face**
Republican candidates in *italic*

**ALABAMA**
**Sen. Richard Shelby**
*Richard Sellers*

**ALASKA**
**Tony Smith**
*Sen. Frank Murkowski*

**ARIZONA**
**Claire Sargent**
*Sen. John McCain*

**ARKANSAS**
Sen. Dale Bumpers
*Mike Huckabee*

**CALIFORNIA**
**Barbara Boxer**
*Bruce Herschensohn*
**Dianne Feinstein**
*Sen. John Seymour*

**COLORADO**
**Ben Nighthorse Campbell**
*Terry Considine*

**CONNECTICUT**
**Sen. Christopher Dodd**
*Brook Johnson*

**FLORIDA**
**Sen. Bob Graham**
*Bill Grant*

**GEORGIA**
**Sen. Wyche Fowler**
*Paul Coverdell*

**HAWAII**
**Sen. Daniel Inouye**
*Rick Reed*

**IDAHO**
**Richard Stallings**
*Dirk Kempthorne*

**ILLINOIS**
**Carol Moseley Braun**
*Rich Williamson*

**INDIANA**
**Joe Hogsett**
*Sen. Dan Coats*

**IOWA**
**Jean Lloyd Jones**
*Sen. Charles Grassley*

**KANSAS**
**Gloria O'Dell**
*Sen. Robert Dole*

**KENTUCKY**
**Sen. Wendell Ford**
*David Williams*

**LOUISIANA**
**Sen. John Breaux**
(re-elected in open primary)

**MARYLAND**
**Sen. Barbara Mikulski**
*Alan Keyes*

**MISSOURI**
**Geri Rothman-Serot**
*Sen. Christopher Bond*

**NEVADA**
**Sen. Harry Reid**
*Demar Dahl*

**NEW HAMPSHIRE**
**John Rauh**
*Judd Gregg*

**NEW YORK**
**Robert Abrams**
*Sen. Alfonse D'Amato*

**NORTH CAROLINA**
**Sen. Terry Sanford**
*Lauch Faircloth*

**NORTH DAKOTA**
**Byron Dorgan**
*Steve Sydness*
(Special Election, Dec. 4)
**Sen. Kent Conrad**
*Jack Dalrymple*

**OHIO**
**Sen. John Glenn**
*Michael DeWine*

**OKLAHOMA**
**Steve Lewis**
*Sen. Don Nickles*

**OREGON**
**Les AuCoin**
*Sen. Bob Packwood*

**PENNSYLVANIA**
Lynn Yeakel
*Sen. Arlen Specter*

**SOUTH CAROLINA**
Sen. Ernest Hollings
*Tommy Hartnett*

**SOUTH DAKOTA**
**Sen. Thomas Daschle**
*Charlene Haar*

**UTAH**
**Wayne Owens**
*Bob Bennett*

**VERMONT**
**Sen. Pat Leahy**
*James Douglas*

**WASHINGTON**
**Patty Murray**
*Rod Chandler*

**WISCONSIN**
**Russ Feingold**
*Sen. Bob Kasten*

# Court leaves civil rights law unclear

**By James B. Parks**

The U.S. Supreme Court has further confused whether the 1991 Civil Rights Act can be applied retroactively by twice refusing to hear different lower court decisions.

The justices on Oct. 13 declined to review a 7th Circuit Court of Appeals decision in Hamilton vs. Komatsu-Dresser Inc. that the law did not apply to an age discrimination case because the statute of limitations had run out. The issue of retroactivity came about because the court used a decision that was overturned by the act to justify its ruling.

The high court on Oct. 5 refused to review another 7th Circuit case, Mozee vs. American Commercial, which ruled that the law does not apply to a 15-year-old racial discrimination suit against an Indiana shipbuilder. That suit was based on an 1866 civil rights law that was limited by the Supreme Court in 1989. That limit also was overturned by the 1991 act.

## Appeals courts differ

The next day, the 9th Circuit Court of Appeals ruled the law is retroactive and does apply to a 1988 case, Davis vs. San Francisco. The 9th Circuit ruling is contrary to rulings by five other appeals courts that have also considered the issue.

Writing for the 9th Circuit, Judge Betty B. Fletcher said the language of the act "reveals Congress' clear intention that the majority of the Act's provisions be applied to cases pending at the time of passage."

Even though the legislative history of the bill provides few clues to Congress' intent, Fletcher said, there is ample evidence in the act itself that legislators meant for it to be retroactive.

The bill clarified the nation's civil rights laws after several Supreme Court decisions made it more difficult for victims to prove discrimination. It shifted the burden of proof to employers, provided for jury trials and for damages in sexual discrimination cases.

The AFL-CIO and its civil rights allies support the view that the law is retroactive. The Equal Employment Opportunity Commission, which administers the law, issued guidelines that say the bill does not apply to cases filed before Nov. 21, the day President Bush signed it into law.

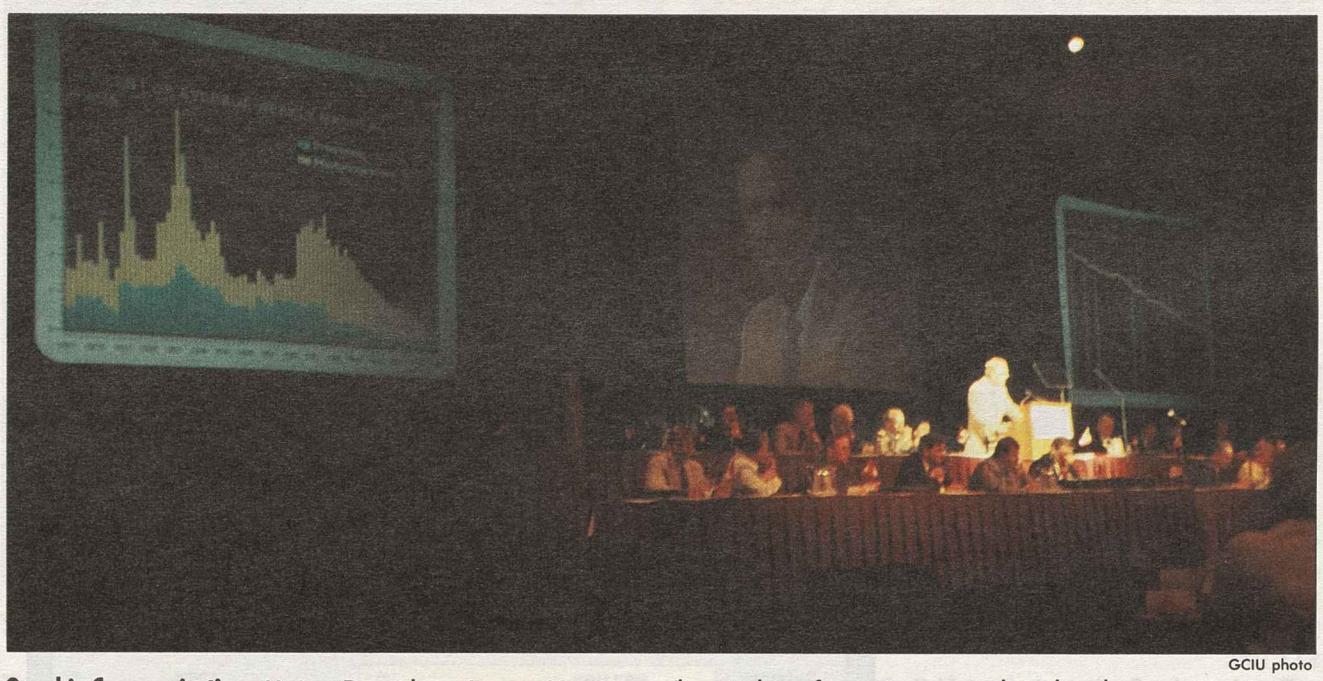
Not only do the courts disagree on retroactivity, so do the bill's two main sponsors. Sen. John Danforth (R-Mo.) supports the Bush administration view and Sen. Edward Kennedy (D-Mass.) says the law should be applied to cases that were pending.

## More legislation expected

The next Congress is expected to take up two pieces of legislation that extend the civil rights law, both supported by the AFL-CIO.

The Equal Remedies Act would remove caps for damages in cases of intentional discrimination against women, persons with disabilities and religious minorities.

The Justice for Wards Cove Workers Act would remove the exemption of workers at the Wards Cove Packing Co. from provisions of the 1991 Civil Rights Act. One of the key Supreme Court decisions overturned by the act involved a suit filed by workers at the Alaska plant.



GCIU photo

**Graphic Communications** Union President James Norton outlines plans for union growth in hard economic times.

# GCIU organizes for financial challenge

By Rochelle Tillery

The Graphic Communications Union convention designed organizational and financial strategies to address the economic and technological challenges facing the union.

The 561 delegates meeting in Honolulu approved several constitutional changes, including an increase in the per capita payment and requirements for referenda and residence of the Canadian vice president.

Delegates voted a total $2.25 increase in the per capita payment in steps finishing in January 1995. The increase varies according to pay brackets of members and brings the GCIU per capita to an average of $6.95.

The convention set guidelines on referenda on convention actions or other issues, requiring that the proposals be endorsed by 10 percent of local unions representing 20 percent of the total GCIU membership.

Also adopted was a provision requiring the Canadian vice president to reside within the Toronto metropolitan area, within daily commuting distance of the GCIU Canadian office.

Delegates voted to allocate some money from the sale of its headquarters building to its organizing fund and rejected a proposal to freeze officers' salaries for one year.

In his keynote address, GCIU President James Norton compared the union's current situation with problems GCIU and its predecessor unions faced in the past. He noted similarities in economic hardship, rapidly changing technology, craft jurisdictional disputes and per capita concerns.

While some concerns are "within our control. . . we are hard-pressed to stop a hostile employer from using new technology as a ruse to break a union," he said. These employers can be controlled "only by a fair and equitable government," he added.

GCIU must address its financial situation "so that our union can survive as an organization capable to defending the rights of our membership," Norton stressed. Organizing efforts, especially among U.S. and Canadian printing operations that pay substandard wages and benefits, must be strengthened, he added.

Norton said the union is exploring cooperative labor-management operations "with employers who sincerely want to share gains with workers." GCIU can adapt to a changing industry, marketplace and world, he declared.

Delegates overwhelmingly endorsed the Democratic presidential team of Gov. Bill Clinton and Sen. Al Gore after Norton emphasized that their election could improve the nation's economic outlook as well as boost support for America's working families.

AFL-CIO President Lane Kirkland agreed that "Americans are ready for a major change at the highest level of their government and in the direction of their country" — a change that will come with a Clinton presidency.

Kirkland called President Bush a do-nothing president who foolishly dared to compare himself to President Harry S Truman.

"If President Bush wants to stand in Truman's shoes, let him stand for the same ideas and programs that Truman stood for . . . and which are still relevant today — health insurance for all, tax fairness and federal support for public education."

"And while you're at it, how about the repeal of the Taft-Hartly Act? That's what Truman stood for," Kirkland added.

Other issues taken up by the delegates included an electronic voting method, financial support for striking members at the Pittsburgh Press and legislative issues in Canada and the United States.

Speakers included Kenneth V. Georgetti, president of the British Columbia Federation of Labor; Kanani Holt, deputy director, Hawaii Department of Labor and Industrial Relations; Bryn Griffiths, president of the British Graphical Paper and Media Union; and Rep. Neil Abercrombie (D-Hawaii).

# SEC pulls wraps off executive pay, benefits

The Securities and Exchange Commission has approved AFL-CIO-backed reforms to give U.S. shareholders more say in the running of corporations and more information on executive pay.

The rules will take effect before next year's proxy season.

In comments filed with the SEC prior to the final rulemaking, AFL-CIO President Lane Kirkland expressed support for regulations allowing greater communication among shareholders and the public. In a May 1992 letter to the chairman of the Financial Accounting Standards Board, AFL-CIO Employee Benefits Director Karen Ignagni urged the adoption of a requirement that executive compensation arrangements be reported as part of a corporation's financial statement.

The SEC action Oct. 15 requires companies to disclose the compensation of the chief executive and the four most highly paid senior executives, as well as to prepare charts summarizing that information and the company's total return to investors over five years. Finally, employment and severance agreements for the five named officers must be made public.

Executive pay reached new highs in 1991 despite the Bush recession. According to Business Week magazine, the CEOs of blue-chip companies pocketed an average of $2.5 million each with their salaries, bonuses and stock awards — an increase of 26 percent over their 1990 compensation level.

"We welcome the SEC's reform actions," Ignagni said. "We believe information on executives' compensation is crucial to shareholders because it has a material impact on the financial condition of the firm."

The SEC guidelines also ease restrictions on shareholder communications by allowing them to take place during informal gatherings without prior SEC notification. Previously, all communication was prohibited without filing with the SEC to ensure compliance with securities law.

SEC notification still is required if shareholders plan to communicate in writing about a company's annual meeting.

The new guidelines will make it easier for pension funds and other institutional investors to challenge management and the makeup of a company's board, allowing them to mount stronger campaigns in board elections.

# Union Privilege MasterCard rate down to 11%

## *Mortgage program use continues boom*

By Colleen M. O'Neill

The interest rate on the Union MasterCard dropped to 11 percent Oct. 15, another indication of Union Privilege's ability to assist trade unionists during the ongoing recession.

The MasterCard rate decrease means that union cardholders have an advantage of fully 7 percentage points below the national average for credit cards.

"As interest rates continue to drop, union members who use the Union MasterCard continue to reap greater savings," said AFL-CIO Secretary-Treasurer Thomas R. Donahue. "With an interest rate lower than any of the rates listed in an October "Money" magazine report, the Union MasterCard offers value that is unsurpassed.

"Most banks prefer to pocket the difference when interest rates drop," he said. "But with the Union MasterCard, we insist that the savings be passed on to our members."

More than 2.6 million members of AFL-CIO unions and their families have saved an estimated $250 million in finance charges by using the no-annual-fee Union MasterCard instead of a credit card from one of the other top 10 credit card banks.

Home mortgages are another avenue of savings for Union Privilege users, with union members getting the benefit of low interest rates to secure funds for home purchases and refinancing.

Since its inception in May 1991, the program has provided more than $400 million in mortgage money to union members through PHH US Mortgage Corp. Potential borrowers have shown renewed interest in the program as interest rates have fallen below 8 percent — the lowest level in 20 years.

Many of those taking advantage of the program are first-time buyers whose entry into the housing market has been eased by the dropping interest rates. Also attractive to first-time buyers are the special low down payment plans available to them.

Other union members are refinancing to lower costs or pay off other debts. One unique aspect to all Union Privilege mortgages are the union-members-only features that help make payments during prolonged strikes and when hardships arise from layoffs and disabilities.

"The Union Privilege mortgage program has helped thousands of union members save money through refinancing," said Union Privilege President David Silberman. "But just as important are the thousands of others who were advised by the program's counselors not to refinance.

The Union Member Mortgage program counselors may be reached at 1-800-848-6466, 8 a.m. to 8 p.m. EDT, Monday through Friday. The program is open to the children and parents of union members (although the special first-time home buyer plan is available only to union members).

# ECONOMY

## U.S. workers' output tops, but earnings lag at 13th

By John R. Oravec

American workers continue to lead all industrialized nations in productivity even as their average wages lag behind other countries, a series of studies confirmed.

Based on economic data collected in 1990, U.S. worker productivity outpaced that of Germany, Japan, France and Britain, according to the Washington-based McKinsey Global Institute, which sponsored the international analysis.

The study reinforces findings by the Bureau of Labor Statistics issued earlier this year showing U.S. workers ranked the highest in productivity, but had dropped to 13th in hourly wages and benefits.

AFL-CIO economist Bill Cunningham noted that the U.S. productivity advantage should assure America's workers a fair measure of job security while maintaining a competitive edge in the world market.

But the failure of the U.S. government to counter unfair trade practices of other nations undermines America's productivity advantage, Cunningham pointed out. As a result, good-paying U.S. factory jobs have gone down the drain under a flood of imports.

The chief executive officers of U.S. corporations are the prime beneficiaries of the corporate profits generated by higher worker productivity, a study by Towers Perrin for the Wall Street Journal suggests.

Based on currency conversion rates as of April 1, the Towers Perrin analysis showed that the run-of-the-mill U.S. CEO pulled in $717,237 a year in cash pay, stock options, benefits and perquisites. That is 26 times more than the compensation of the average U.S. factory worker and hundreds of thousands of dollars above the rate for CEOs in France, Germany, Britain, Japan, Canada and Italy.

While the McKinsey study covers the performance of workers in manufacturing as well as services, its focus is on service industries, including airlines, banking, telecommunications, retailing and restaurants. It found that the United States was farthest ahead in the service sector, which now employs three-fourths of the American workforce.

The study relies on gross domestic product reports of the five countries compiled by the Organization for Economic Cooperation and Development (OECD).

Overall in 1990, the average full-time American worker produced $49,600 worth of goods and services. For other countries in the study, workers in France produced $47,000; Germany, $44,200; Japan, $38,200; and Britain, $37,100.

Based on the findings that put U.S. productivity on the top of the scale at 100 percent, France is at 95 percent, Germany at 89 percent, Japan at 77 percent and Britain at 75 percent.

The findings further refute critics in the Bush administration and corporate board rooms who contend that American workers are overpaid and less productive than workers in other industrialized countries.

Despite its far higher worker productivity, the United States has been running a trade deficit of about $50 billion a year with Japan.

Although Germany and Japan have expanded their heavy manufacturing capacity, the McKinsey study found that German and Japanese workers produce just 80 percent of the average American factory worker on an hourly basis.

Despite the U.S. productivity advantage, hourly wages and benefits of American workers slipped in relation to the five industrialized nations between 1985 and 1990, according to a BLS study on international comparisons in manufacturing.

Among the five countries covered in the McKinsey study, German workers ranked the highest in total compensation at $21.53 an hour, followed by France at $15.23, United States at $14.77, Japan at $12.64 and Britain at $12.43.

At $27,606, the average annual pay of the U.S. factory worker ranks sixth among the major industrialized countries of Germany, Canada, Japan, Italy and France, according to the Towers Perrin analysis.

German workers were the highest paid at $36,857, followed by Canada at $34,935; Japan, $34,263; Italy, $31,537; France, $30,019. The average manufacturing pay in Britain at $26,084 was slightly below the rate for U.S. factory workers.

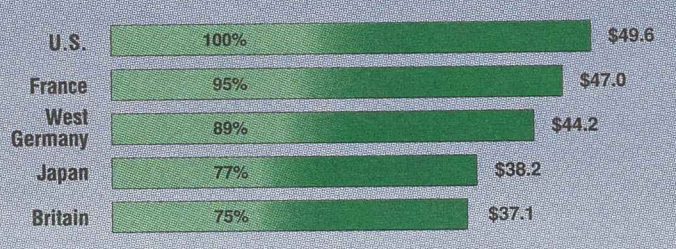
While the U.S. CEO pulled in 26 times more than the factory worker, the ratio was far less in other industrial countries, the Towers Perrin study showed. CEOs in Germany and Japan were paid 11 times more than factory workers, and the rate was 12 to 1 in Canada.

Between 1985 and 1990, the BLS study showed that total hourly compensation in four other nations far outpaced U.S. gains: Germany, up 125 percent; France, up 103 percent; Britain, up 101 percent; Japan, up 97 percent; United States, up just 14 percent.

For the second quarter of 1992, BLS reported that non-farm productivity rose 2.5 percent over the year. The sharpest gain came in manufacturing, which climbed 2.8 percent while unit labor costs declined 0.7 percent and real hourly compensation fell 1 percent.

## Significant statistics

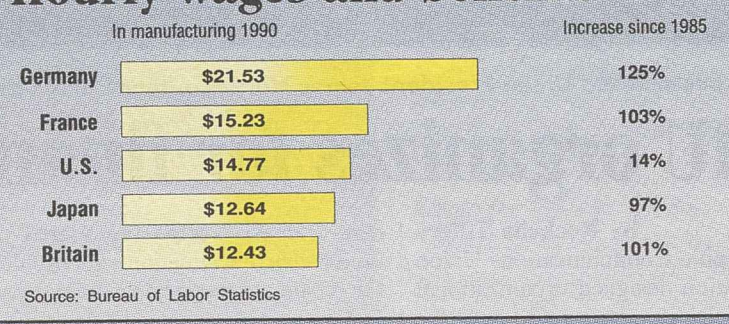
### Worker productivity




Thousands of dollars of goods and services produced by average full-time worker. Percentages are based on U.S. ranking of 100 percent.

Source: McKinley Global Institute/OCED

### Hourly wages and benefits




Source: Bureau of Labor Statistics

Although American workers lead all industrialized countries in productivity, their wage and benefit gains have not kept pace with the rest of the world. Since American workers more than hold their own on the field of global competition, the nation's worsening foreign trade deficit may be rooted in flawed government policies.

| | |
|---|---|
| **Foreign trade deficit** | |
| August | $9 billion |
| **Industrial production** | |
| September | -0.2 percent |
| **Capacity utilization** | |
| September | 78.4 percent |
| **Consumer price index** | |
| September (CPI-W) | +0.1 percent |
| **Real weekly earnings** | |
| September | -1.3 percent |
| From Sept. 1979 | -12.4 percent |

AFL-CIO NEWSGRAFIC

## Export slump fuels trade deficit; gap hits 22-month high

With exports in a nose dive, the U.S. foreign trade deficit widened by nearly 25 percent in August to the highest level since late 1990, a year when the trade shortfall topped $100 billion.

The Commerce Department reported that exports slipped 6 percent to $35.5 billion while imports eased by just 1 percent to push the August deficit to a 22-month high of $9 billion.

The trade deficit has surged since the 1992 low of $3.3 billion in February. Shipments of U.S. products slumped in recent months despite President Bush's contention that an upturn in exports would pull the economy out of the recession.

With exports slipping and imports running at a near record pace, the United States piled up a trade deficit of $23 billion over the past three reporting months.

At that pace, the 1992 shortfall could top $90 billion and far exceed last year's deficit of $65.4 billion, AFL-CIO economist Mark A. Anderson pointed out.

He noted that the worsening imbalance contradicts Bush administration claims that its trade policies are generating export growth.

With a monetary crisis and economic stagnation gripping many industrialized nations, Anderson warned that the prospects of U.S. export growth in coming months are weak.

"It's obvious that our short-lived export surge is over," Anderson said.

### Real pay, output fall

Other government reports in early October affirmed concerns of most voters with the presidential election a few weeks away that the nation's economy remained mired in recession. Industrial production dropped, real earnings fell, factory use slipped and home construction is the slowest in five decades.

- Real weekly pay of the average worker dropped 1.3 percent in September even though the consumer price index for urban wage earners (CPI-W) edged up only 0.1 percent. The Bureau of Labor Statistics said the decline in wages stemmed from a 0.9 percent drop in weekly hours and a 0.2 percent decrease in average hourly earnings.

Over the year, BLS said the purchasing power of the average worker was down 1.6 percent. Worse yet, the weekly pay has fallen 12.4 percent since September 1979, AFL-CIO economist Anne Draper noted.

- Production at U.S. factories, mines and utilities dropped 0.2 percent in September, the third decline in the last four months, the Federal Reserve reported. Output fell 0.4 percent in August.

Overall capacity utilization slipped to 78.4 percent, down three-tenths of a point from August, the FRB said.

- Housing starts crept up 1.4 percent in September to an adjusted annual rate of 1.25 million units as home mortgage rates were at the lowest level in two decades, the Commerce Department said. Starts rose 12.6 percent in August.

Even with the back-to-back upturns, home construction remains in the pits by historical standards. For the first nine months of 1992 housing starts totaled 929,400, which is the lowest rate in 47 years.

- People remained troubled about the health of the economy as the University of Michigan index of consumer sentiment fell to 73.2 in October from 75.6 in September.

Russ Marshall

**This photo,** which appeared in UAW Solidarity, won an ILCA award for best original photograph.

# Labor papers honored for strikebreaker reports

**By Rochelle Tillery**

The Paperworker and the Local News of Steelworkers Local 3701 in Gouverneur, N.Y., are the winners of the first Saul Miller Award for reporting on a designated issue of special importance to labor — the practice of "permanently replacing" striking workers.

The International Labor Communications Association also announced another first — two recipients of the annual Max Steinbock Award. Matthew Bates of The Machinist and Dave Ransom of The Carpenter were selected for the award recognizing "the best journalistic effort which exemplifies a humanistic response."

The Miller Awards, named for the late director of the AFL-CIO Department of Information, are co-sponsored by the federation and the ILCA and recognize outstanding efforts by the labor press to inform union members about an issue of importance to organized labor.

The Paperworker was cited for the extensive campaign supporting anti-strikebreaker legislation, which included newspaper articles, photographs, full-page ads and legislative updates.

The USWA's Local News entry was selected for its article telling the story of a local union continuing its six-year strike for economic justice for its members.

Bates shared the Steinbock award for a series of articles in The Machinist on the chicken-processing plant fire in Hamlet, N.C. The articles described the employer's neglect, the state of North Carolina's failed Occupational Safety and Health enforcement and the importance of OSHA reform.

Ransom's entry, "Mississippi Paper Mill," explained how the Carpenters and the Paperworkers cooperated in convincing OSHA to force International Paper and BE&K construction contractor to improve workplace safety and health practices.

A total of 23 entries were submitted for the Steinbock Awards.

Other winners were:

**International and National Union Publications**

- Newspapers — (250,000 circulation or more), Justice, Ladies' Garment Workers; (100,000 to 249,000 circulation), International Fire Fighter, IAFF; (less than 100,000), Healthwire, AFT.
- Magazines — (250,000 circulation or more), Solidarity, UAW; (100,000 to 249,000), United Mine Workers Journal, UMWA; (less than 100,000), Flightlog, Flight Attendants.
- Newsletters — Healthcare Worker Update, Service Employees.
- State and Local Central Bodies — (Publishing more than 12 issues a year), Racine Labor, Racine, Wis.; (Less than 13 issues a year), Union Labor News, LaCrosse, Wis.
- Local Union Publications — (More than 15,000 circulation), Union Leader, UFCW Local 400, Landover, Md.; (7,500 to 15,000), UNION, UFCW Local 832, Winnipeg, Manitoba; (2,500 to 7,499), Hawaii Laborer, LIUNA Local 368, Honolulu; (less than 2,500), SHOPTALK, Newspapers Guild, Minneapolis-St. Paul. (Machine-duplicated publications), The Summit City Mailbag, Letter Carriers Branch 116, Wayne, Ind.
- Regional Publications — (More than 20,000 circulation), Public Employee Press, AFSCME District Council 37, New York City; (20,000 or less), The Widget, Air Line Pilots/Delta MEC, College Park, Ga.

In eight special categories the top winners are:

- Best original cartoon — (Local union publications), UFT Bulletin, N.Y. State United Teachers, AFT Local 2, New York City; (for all others), The American Postal Worker, APWU.
- Best original photograph — (Local union publications), Union Leader, UFCW Local 400, Landover, Md.; (for all others), Solidarity, UAW.
- Best editorial or column — (Local union publications), The Voice, United University Professions, Albany, N.Y.; (for all others), The Dispatcher, Longshoremen and Warehousemen, San Francisco.
- Best feature story — (Local union publications), Utility Reporter, IBEW Local 1245, Walnut Creek, Calif.; (for all others), Labor Unity, Clothing and Textile Workers.
- Best series — (Local union publications), 925 News, SEIU District 925, Cincinnati; (for all others), The Machinist, IAM.
- Unique Performance — (Local union publication), Utility Reporter, IBEW Local 1245, Walnut Creek, Calif.; (for all others), Racine Labor, Racine, Wis.
- Best use of graphics — (Local union newspapers), UFCW Local 27 Reporter, Baltimore; (for all other newspapers), American Teacher, AFT; (Local union magazines), UFCW Local 27 Reporter, Baltimore; (for all other magazines), UFCW Action, Food and Commercial Workers; (Local union type-set newsletters), Union Leader, UFCW Local 400, Landover, Md.; (for all other type-set newsletters), NALC Retiree, Letter Carriers; (for typewritten newsletters), 2108 News, Communications Workers Local 2108, Landover, Md.
- Best front page — (Local union publications), Engineers News, Operating Engineers Local 3, Alameda, Calif.; (for all other newspapers), BMWE Journal, Maintenance of Way Employees.
- Best magazine cover — (Local union publications), Union Action, UFCW Local 832, Winnipeg, Manitoba; (for all other magazines), Service Employees UNION, SEIU.

Top winners in the category of non-periodical, special publications are:

- Editorial excellence — (Local union publications), Trade Winds, IAM Local Lodge 1781, Burlingame, Calif.; (for all other publications), UFCW Canada Action, Rexdale, Ont.
- Best use of graphics — (Local union publication), United Teacher, Los Angeles; (for all other publications), UFCW Action.

## Newsmakers

Broadcast Employees President **James P. Nolan** and Stage Employees President **Alfred W. DiTolla** announced the merger of NABET Local 531 and IATSE West Coast Production Locals, effective Oct. 1. The merger provides for IATSE to accept into membership all members in good standing with Local 531. Acceptance into IATSE will be without any initiation fee and with full membership privileges, including all health, welfare, pension and annuity benefits, Nolan and DiTolla announced. A transition team comprising three representatives from each union, will oversee the two-year transition. Local 531 business representatives will be hired by IATSE under same terms and conditions as IATSE international representatives.

**Frank Hurt** assumed the presidency of the Bakery, Confectionery and Tobacco Workers Oct. 1. He formerly served as BCT secretary-treasurer, and has been with BCT for 36 years. Hurt replaces **John DeConcini,** who retired after 14 years as president.

### AWARDS

Union members were honored as recipients of the 1992 Innovations in State and Local Government Awards presented Sept. 25. **Joe Dear,** former Washington State AFL-CIO director of research, was cited for his leadership role in the dramatic turnaround of the state workers' compensation program. Also awarded were the sanitation workers of SEIU Local 246 for their role in forming a research and development network that is improving the quality of New York City's 6,000-vehicle sanitation fleet.

**James Butler** was honored Oct. 9 at a dinner and reception to celebrate his 20th anniversary as president of Local 420, AFSCME District Council 37.

Butler has campaigned to make Martin Luther King's birthday a national holiday and Local 420 was instrumental in helping to elect New York City's first African-American mayor, registering voters and organizing political campaigns. Butler also serves as vice-president of AFSCME Council 37 and co-chair of AFSCME's Health Advisory Committee.

The achievements of the late **Hugh McDaid,** the first director of New York's Apparel Industry Task Force, were remembered during the dedication of a bronze plaque at the state Department of Labor, unveiled by state Labor Commissioner **John Hudacs.** Speaking at the ceremony were **Nick Unger,** education and political action director of the Clothing and Textile Workers, and **Edgar Romney,** executive vice president of Ladies' Garment Workers, who praised McDaid's commitment to protecting workers' rights.

### DEATHS

**Albert L. Bess,** director of organizing for the Rubber Workers, died Oct. 14 after a long term illness. He was 55.

Bess was appointed organizational director Oct. 21, 1990, after serving URW Local 20 in Akron as president, vice president, negotiating committee chairman, grievance committee chairman and committeeman. He also served as an international representative and assistant District 1 director.

Survivors include his wife Barbara, son Albert II and daughter Bonnie.

## Resources

### PUBLICATIONS

**Thinking for a Living,** by Ray Marshall and Mark Tucker, reviews how the American education and economic systems evolved and how they may be improved. The book provides "a theoretical justification for many ideas now being advanced by Bill Clinton," according to labor writer Aaron Bernstein of Business Week magazine. For copies, send $24 to the National Center on Education and the Economy (NCEE), 39 State St., Suite 500, Rochester, N.Y. 14614.

**Labor Relations, World War II, Before, During and After,** by Jack Leighton Rugh, indexes more than 400 labor leaders active from the 1940s until the present. It also traces the development of councils, unions and federations, and details the development of the Los Angeles County AFL-CIO. To order, send $25 (includes postage and handling) to J. L. Rugh, 5555 North Charlotte Ave., San Gabriel, Calif. 91776.

**Workplace Topics** is a collection of topical papers of current and academic labor issues. This issue discusses dispute resolution: arbitration and its alternatives. Copies are $6 each, or $5 each for 10 or more copies, from AFL-CIO Publications and Materials Office, Room 209, 815 16th St. N.W., Washington, D.C. 20006, or call 202/637-5041.

### CONFERENCES

The AFL-CIO and its American Institute for Free Labor Development are among the sponsors of a Nov. 18-20 symposium on worker rights in Latin America and the Caribbean at the Inter-American Bank in Washington. Contact Jack Heberle at 202/659-6300.

The AFL-CIO Department for Professional Employees is sponsoring a conference, **White Collar Workers: Key to the Future,** on Dec. 4-5 at the Omni Shoreham Hotel, Washington, D.C. For more information call 202/638-0320.

# ILA, ILWU: 'Bush giving jobs away'

Longshore unions have accused the Bush administration of giving away U.S. jobs by allowing foreign sailors to perform the same longshore work in American waters that is denied U.S. workers abroad.

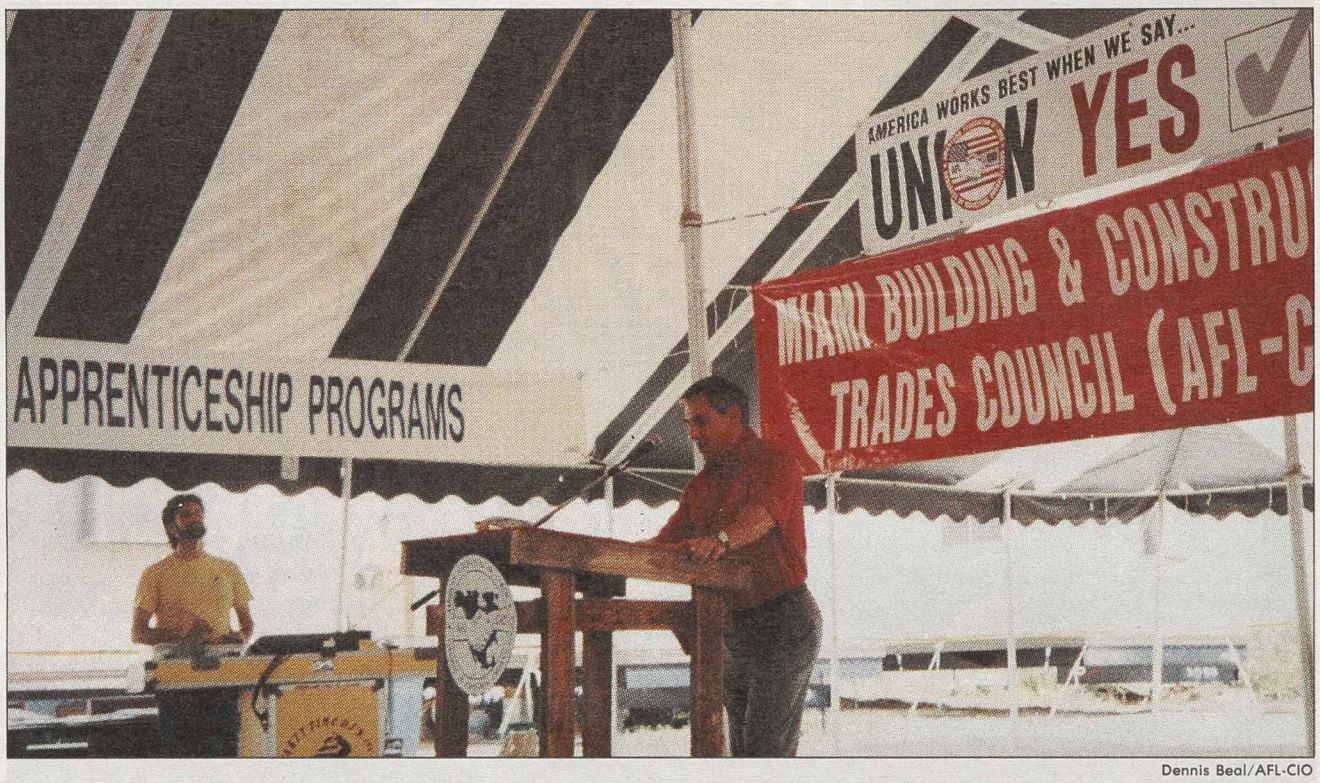
The Longshoremen joined with the Longshoremen's and Warehousemen's Union in releasing a report that charged the State Department shifted the advantage to foreign crews in U.S. waters.

The report was issued by the Committee to Save American Longshore Jobs, which is co-chaired by ILA President John Bowers and ILWU President David Arian.

In 1990 Congress amended the Immigration and Naturalization Act to prohibit foreign crews from performing longshore work in U.S. ports. The main exception was a reciprocity clause allowing crew members from a foreign country to work in U.S. ports to the extent that U.S. crews have the same right in that country.

Congress directed the State Department to compile a list of countries where U.S. crew members are prevented "by law, regulation, or in practice" from conducting certain longshore work, the committee's report said.

But the State Department in 1991 ruled that a foreign country's "practice" had to be sanctioned by its government before it could be considered a denial of reciprocity. This "totally ignored" the effects of collective bargaining agreements and informal practices, the unions said. The department's list then included only 47 countries, most of which were of minimal maritime significance.




Dennis Beal/AFL-CIO

**AFL-CIO Vice President** Robert A. Georgine officially opens one-stop center to assist Miami-area home owners.

# Cost cutting endangers workers, customers

**Continued from Page 1**

quality workmanship" that contributed to widespread structural damage.

Georgine debunked President Bush's claim that suspension of the prevailing wage law would create thousands of new construction jobs.

The reality, he said, is the move "will destroy some jobs, and then anti-union contractors will put workers in dangerous jobs where they'll need skills they don't have and will have to work for half the wages," he added.

The AFL-CIO's Housing Investment Trust is investing $60 million for home construction and repair in southern Florida. That work — to be done by building trades workers working under fair wages and benefits — "is more likely to withstand the next hurricane. . . than the federally funded construction" performed under President Bush's order, Georgine reported.

> ***Bush's move "will destroy some jobs, and then anti-union contractors will put (unskilled) workers in dangerous jobs. . . to work for half the wages."***
>
> **— Robert A. Georgine**
> **BCTD President**

In addition, a building trades sponsored "one-stop" center in South Florida is helping residents get information on home rebuilding and referrals to qualified contractors. The center also provides engineering, architectural, legal and other professional advice.

The BCTD also questioned whether President Bush exceeded his authority in suspending Davis-Bacon coverage in areas barely affected by the hurricanes, and for an indefinite period of time. Bush's action amounts to a "selective repeal" of the act, Georgine charged.

The president's action marked just the third time in the law's 61-year history that prevailing wage coverage has been revoked.

VOLUME 37, NUMBER 22
OCTOBER 26, 1992

AFL-CIO NEWS

# INSIDE

**1** ***Clinton, Gore linked to 31 union rallies***
Union members rally in 31 cities in a final get-out-the-vote effort. All sites are linked by TV satellite to Gov. Bill Clinton from Des Moines and Sen. Al Gore from Louisville.

**1** ***Workers press case against trade pact***
U.S. and Canadian unionists join at the border to protest President Bush's version of the North American Free Trade Agreement. New studies document job loss from the treaty.

**2** ***Pittsburgh unions study buying Press***
A coalition of 10 unions is exploring an employee and community buyout of the Pittsburgh Press, which locked out all workers after Teamsters were forced to strike in May.

**3** ***Coalition backs child labor plan***
A coalition of 35 organizations develops a program for model child labor legislation for states to address the federal failure to enforce protections for young workers.

**9** ***Disclosure ordered when CEO pay jumps***
Labor-endorsed reforms giving U.S. shareholders more say in corporate operations and more information on executive pay were approved by the Securities and Exchange Commission.

**10** ***U.S. posts higher output, lower wages***
American workers are leading the pack in productivity among industrialized nations, but U.S. workers' wages and benefits have fallen to 13th, new studies verify.

UNION YES

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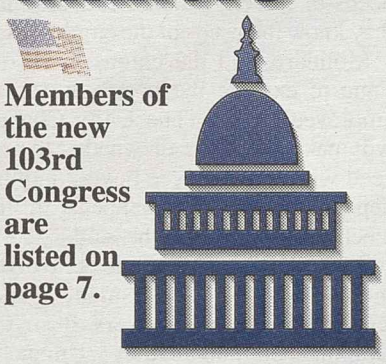
AFL-CIO NEWS

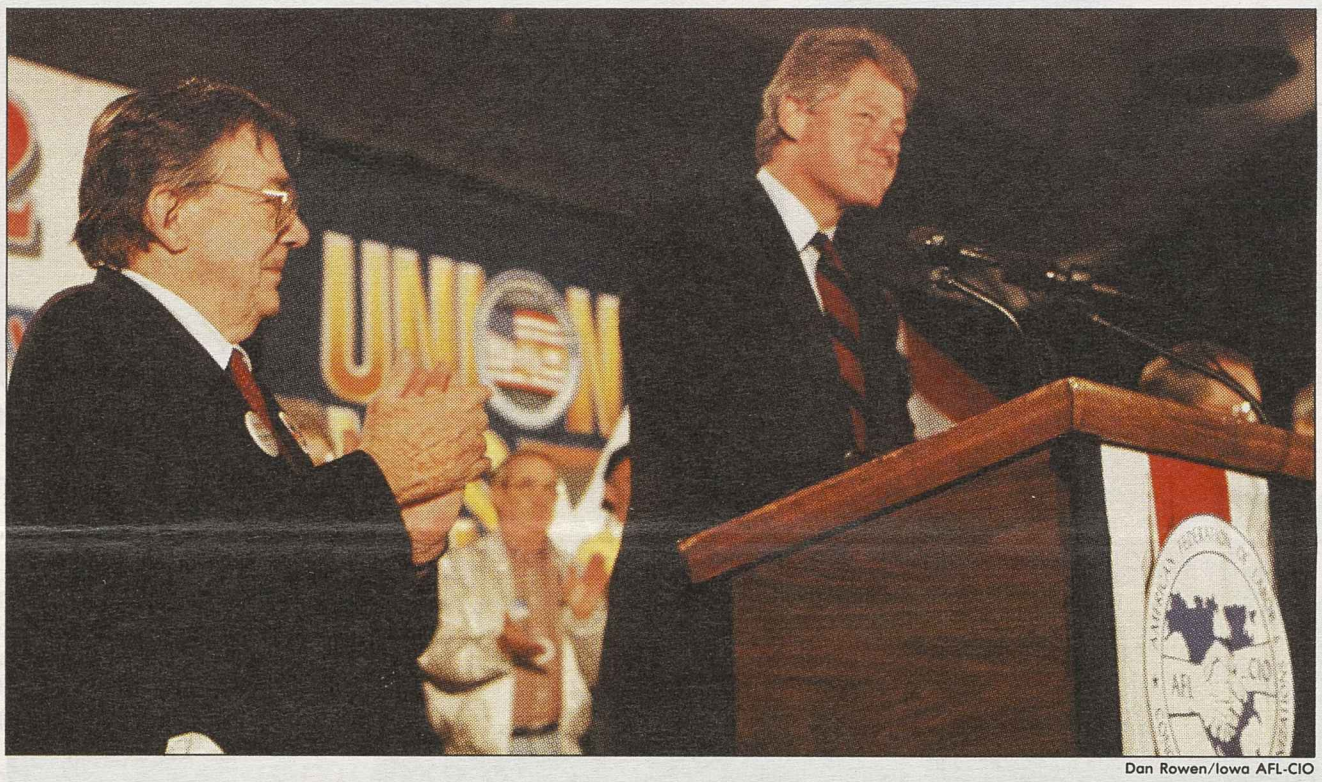
VOLUME 37, NUMBER 23 NOVEMBER 9, 1992

**Election winners**



Members of the new 103rd Congress are listed on page 7.

# Labor shares Clinton victory



Dan Rowen/Iowa AFL-CIO

## *Rallies boost voter turnout*

**AFL-CIO President** Lane Kirkland applauds Bill Clinton (above) in Des Moines, Iowa, during a national labor rally simulcast to 31 cities. Also hooked in to the closed-circuit telecast was running mate Al Gore (right), who waves to the cheering crowd in Louisville, Ky. The first-ever satellite TV rally was part of a massive effort by labor to energize and get out the union vote, which helped tip the balance to Clinton-Gore in 11 key battleground states.

Chris Dyke/Kentucky AFL-CIO

## *Union vote major factor; hope abounds*

By Michael Byrne

Labor celebrated the election of Democrats Bill Clinton and Al Gore, pledging to work with the new administration "to create a new partnership for a new America."

Clinton's landslide electoral victory was boosted by intense labor efforts to turn out the union vote, which helped to decide the election in as many as 11 crucial battleground states, including Ohio, New Jersey and Michigan.

The Democrat's 370-168 electoral vote margin over President Bush was a clear repudiation of four years of Bush economic failure in particular and 12 years of Reagan-Bush mismanagement in general. Clinton's message of economic hope resonated through the recession-weary industrial heartland, and all across the country.

"Governor Clinton won the election because he understands the plight of working families and has promised action on the issues of greatest concern to them — issues such as jobs, health care and workers' rights," AFL-CIO President Lane Kirkland said.

In a telegram to Clinton, Kirkland offered "congratulations on your hard-fought and decisive victory. The labor movement stands ready to join with you in your efforts to create a new partnership for a new America."

Kirkland noted that Clinton proved himself "time and again as a man of great determination and resourcefulness" during the long and rigorous

**Continued on Page 3**

# Desperate Bush grinds political ax on project agreements

By Candice Johnson

In a last-ditch attempt to shore up a sagging political campaign, President Bush caved in to the Associated Builders and Contractors and signed an executive order barring union project agreements on federally funded construction projects.

The ABC, a non-union contractor group, was seeking a reversal of the administration's solicitor general's position in the "Boston Harbor" case, a challenge to union project agreements brought by the ABC.

Robert A. Georgine, president of the AFL-CIO Building and Construction Trades Department, called Bush's move "one of the most blatant political actions I have ever seen." He noted that it marked a complete turnaround from the position the government took just a few months ago.

In pandering to ABC contractors, Bush has acted to "disrupt hundreds of ongoing and future large-scale construction projects" and eliminate stability for contractors and fairness for workers, he said.

The order was the second time in less than two weeks that the president "slapped construction workers in the face," Georgine added, pointing to the suspension of Davis-Bacon prevailing wage requirements in areas of South Florida, Louisiana and Hawaii that were hit by hurricanes.

The Bush action sent a tremor through the labor movement, generating even more fervor in an already intense effort to get out the union vote for Democrat Bill Clinton.

Bush's executive order, in effect, repeals sections of the National Labor Relations Act that protect the rights of employers and unions to negotiate union project and subcontracting agreements in the construction industry.

Union project agreements typically set labor standards and grievance procedures, provide for a steady supply of skilled craft labor and establish no-strike and no-picketing commitments. They are commonly used to assure stability throughout the project's duration and were developed to address specific problems in the construction industry.

In October 1991, the Supreme Court, acting on an appeal from building trades unions, asked the Justice Department solicitor general whether a circuit court decision that nullified project agreements should be reviewed.

**Continued on Page 8**

# Sale of Pittsburgh Press raises unions' hopes

**By James B. Parks**

The unions representing locked-out workers at the Pittsburgh Press are cautiously optimistic that an agreement can be reached with the newspaper's new owners.

The presidents of the 10 unions met with William Block Sr., chairman of Blade Communications Inc., which signed an agreement Oct. 29 to buy the newspaper from Cincinnati-based E.W. Scripps Co. The sale is contingent on Blade's reaching a contract agreement with the Press unions by Nov. 30. The Press distributed the Blade-owned Pittsburgh Post-Gazette under a joint operating agreement.

"We welcome the actions of the Block family and Blade Communications," said Teamsters President Ron Carey. "Their actions provide a sharp contrast to the Pittsburgh Press, which has displayed a total disregard for the welfare of the community, its businesses and its youth.

"The hundreds of Press employees want to get back to work. I am hopeful that discussions can pave the way toward a productive working relationship for many years," Carey said.

The workers also are hopeful the sale can bring an end to the five-month conflict, said George Curtin, coordinator of the Newspaper Unions Unity Council, which represents the Press unions.

About 600 members of IBT Local 211 struck the paper May 17 after months of futile negotiations, unfair working conditions and threats of layoffs. The company responded by locking out the other nine unions.

The strike began on the day the Press planned to unilaterally institute a new delivery system for the Press and Post-Gazette. The Press had said it wanted to replace 4,500 youth carriers with adult carriers who would pick up the paper at centralized points, throwing some 450 IBT-represented drivers out of work.

Joseph Molinero, president of Local 211, said the Post-Gazette has indicated it will institute the same distribution system that the Press wanted to employ, but would phase it in over a longer time. Molinero said negotiations would continue to work out details.

The Block family and the Post-Gazette "have been around a long time," Molinero said. They "know the needs of the city, the advertisers, and they know the needs of the employees."

Molinero said the unions may continue to explore the possibility of an employee buyout. The Unity Council will make a decision on whether to proceed with its employee buyout inquiry depending on what happens in the meetings with Block, he said.

Besides the IBT, the unions involved include printing pressmen, paper handlers and plate makers from the Graphic Communications Union, a mailers local and typographical division of the Communications Workers, Service Employees, Electrical Workers, Operating Engineers and Machinists. The Newspaper Guild, which supports the Unity Council, represents workers at the Post-Gazette, but not at the Press.

# HERE gains hotel pact as APALA helps bridge cultural gap

## *Master agreement signed by Koreana*

Patricia Recinos/HERE

**HERE Local 11 President** Maria Elena Durazo announces agreement with Wilshire Plaza/Koreana Hotel.

**Los Angeles**

A coordinated effort of support helped Hotel Employees and Restaurant Employees Local 11 reach a new contract with the Wilshire Plaza/Koreana Hotel.

"We are delighted with this agreement," said Local 11 President Maria Elena Durazo. "Koreana's choice of reconciliation over confrontation is a positive step for all of L.A."

Durazo credited outreach to the Asian American community by the AFL-CIO's Asian Pacific American Labor Alliance with helping to bring about the settlement.

APALA and its Los Angeles chapter also helped with picketing and distribution of information on unions in Korea. The hotel is owned by Y.S. Kim, a Korean investor.

The settlement, which will take effect Dec. 1 and continue through May 1994, is modeled after the master agreement Local 11 negotiated with 10 hotels in Los Angeles and Beverly Hills in July of this year.

APALA was able to assist Local 11 in obtaining the support of the Asian Pacific Planning Council, an organization with some 30 member groups in the Asian Pacific Islander communities in the greater Los Angeles area.

"We thought it would be beneficial to the workers if the community at large knew of the situation between the workers and Mr. Kim," said APALA President Kent Wong, a member of the council.

Debbie Ching, the council's president, sent a letter to hotel management as well as to all affiliates urging them to support Local 11.

The cultural bridge was essential, said HERE spokesman Jeff Stansbury. "APALA was able to bring information to the table that we couldn't have tapped without them."

The central issue of the dispute involved employees not rehired when the former Hyatt Hotel was sold and became the Wilshire on Dec. 31, 1991. Terms of the agreement include the hotel's retention of all current employees, and the immediate rehire of several former employees.

The National Labor Relations Board in August accused the company of "deliberately and selectively refusing to hire the former employees."

The hotel and Local 11 will establish a preferential list for rehiring eligible former Hyatt employees, and the hotel allocated $300,000 as compensation for displaced employees.

Current Wilshire Plaza employees and newly hired former Hyatt employees will be covered by provisions of the master agreement, which includes employer-paid medical and dental benefits for employees and their families, employer-paid pension and legal plans, seniority rights, job security and a grievance and arbitration procedure.

"Koreana can now move ahead and contribute to our city's rebuilding," Durazo said. "We look forward to other major tourism employers following its example."

**— Sharolyn A. Rosier**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Frank Powers

**AFSCME President** Gerald W. McEntee addresses a get-out-the-vote rally in Cleveland, where a 150,000-vote margin helped Clinton carry Ohio.

# Union vote critical for Clinton in 11 states

**Continued from Page 1**

campaign. "Trade unionists are excited and look forward to the days ahead as he applies these talents to the task of putting America back to work."

The Clinton-Gore victory capped a vigorous effort by the AFL-CIO Committee on Political Education that was perhaps unprecedented in its scope and intensity. Union cooperation and coordination helped boost voter registration drives in many states and new technology produced record numbers of calls from phone banks.

Millions of pieces of campaign literature were sent into union homes and, in the final days of the campaign, more than 300,000 union volunteers fanned out across the country to get out the union vote.

The effort not only helped put Clinton and Gore over the top, but also gave other endorsed candidates a big boost, helping to send five women to the U.S. Senate and minimizing Democratic losses in the House, where redistricting and anti-incumbent sentiment put many labor friends at risk. **See stories, Pages 5-8.**

Steve Yarmola/AFL-CIO News

**COPE Director** John Perkins reports on the election during a special meeting of the AFL-CIO Executive Council. From left are Secretary-Treasurer Thomas R. Donahue, President Lane Kirkland, Ladies' Garment Workers President Jay Mazur, Graphic Communications Union President James Norton and Perkins.

Labor's contribution to the Clinton victory is clear in examining those battleground states where union members keyed the electoral landslide. Besides Ohio, Michigan and New Jersey, labor helped to cement the victory in New Hampshire, Wisconsin, Kentucky, Georgia, Louisiana, Colorado, Montana and Nevada — totaling 114 electoral votes in states where union membership far exceeds the Clinton margins of victory.

With 300,000 union members in Wisconsin, for example, labor not only contributed to Clinton's 110,000-vote margin, but also helped in the Senate election of Democrat Russ Feingold, who ousted Republican Robert W. Kasten by 160,000 votes. Rep. Pat Williams beat Rep. Ron Marlenee in Montana by 14,000 votes, exactly the number of special mailings sent to union members. Clinton won by 10,000 votes in Montana, a state with 41,000 union members.

Perhaps no state better exemplifies labor's decisive role than Ohio, where COPE helped the Cleveland AFL-CIO organize a massive get-out-the-vote effort in Cuyahoga County, a Democratic stronghold that is crucial to victory in that otherwise Republican state.

"We targeted union members who live in 600 precincts with high Democratic registration but traditionally low turnout," said Robert D. Acton, executive secretary-treasurer of the Cleveland AFL-CIO. "Every union gave us full-time representatives to serve as driver supervisors and we had 325 volunteers going door to door at union households."

Clinton carried Cuyahoga County by 150,000 votes, a phenomenal margin of victory that helped offset the Bush edge downstate. The union-rich Cleveland-Cuyahoga area, which has twice as many precincts as Columbus, the next largest district, secured Clinton's 140,000-vote edge in the state that gave him the 270 electoral votes he needed to win in projections by the television networks.

Besides the phone calls and door-to-door canvassing, union members were reached with a rally addressed by union Presidents Gerald W. McEntee of AFSCME, Lynn Williams of the Steelworkers and John J. Barry of the Electrical Workers, as well as the Rev. Jesse L. Jackson.

"Our union members, many of whom are African American, really responded to the call to vote," said Joe Velasquez, director of the AFL-CIO Community Services Department who coordinated the get-out-the-vote effort. "More than 1,000 people packed the union hall for the rally."

COPE Director John Perkins called the Cleveland campaign "a model for the kind of get-out-the-vote drive we can accomplish. New technology definitely helped us in identifying the union members we needed to contact in those precincts."

# Opposition mounts to job-gutting Mexican trade pact

By John R. Oravec

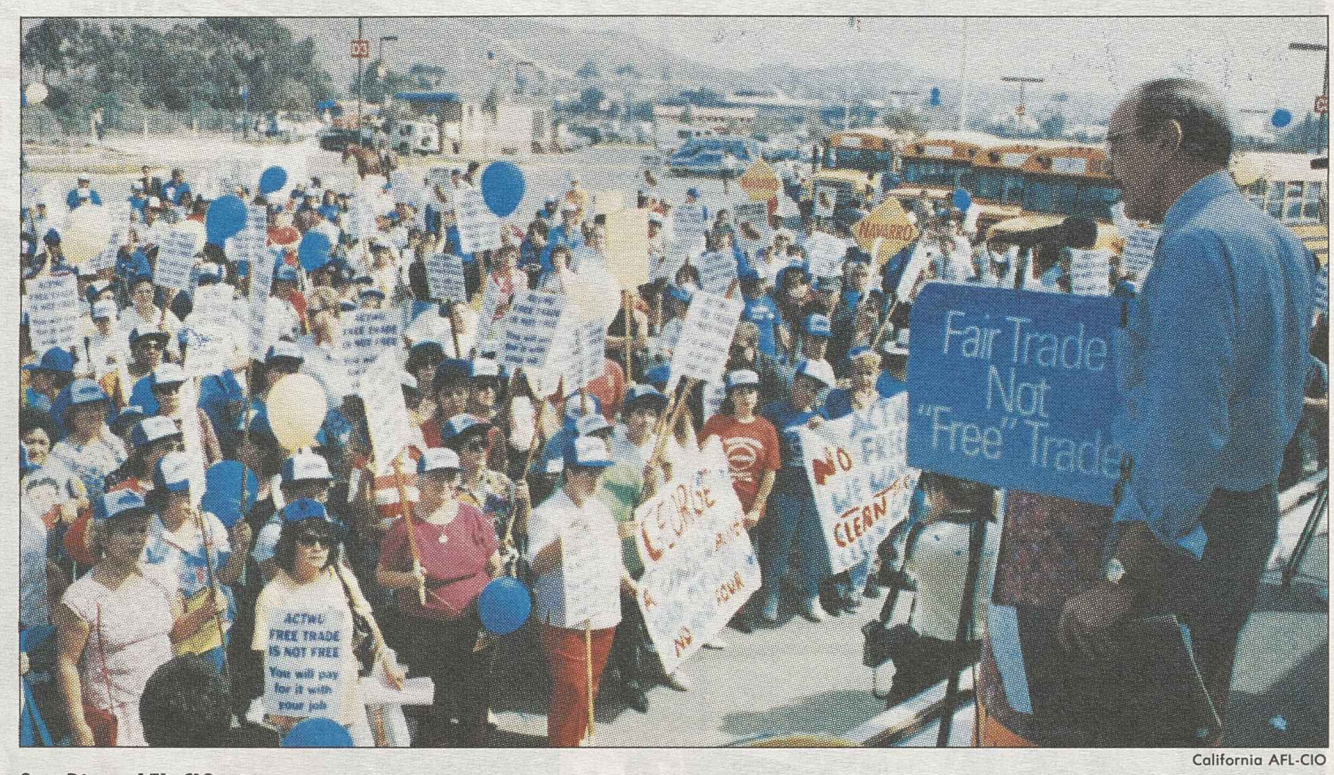
American workers are not letting up on their campaign to expose the dire economic impact of the lame-duck Bush administration's trade pact with Mexico.

They continue to express their concerns that the North American Free Trade Agreement will drain many thousands more U.S. jobs across the border and exploit the poverty wages of Mexican workers.

Recent demonstrations in Milwaukee and San Diego — just two locations around the country where factories have shut down and moved to Mexico — underlined the anguish of dislocated U.S. workers.

The workers and their unions want Congress to scrap the NAFTA scheme and have the new administration of President-elect Bill Clinton renegotiate the accord with effective safeguards for jobs, wages and the environment.

Bush, who was defeated in an electoral landslide on Nov. 3, already has initialed the NAFTA along with Mexican President Carlos Salinas and Canadian Prime Minister Brian Mulroney.




California AFL-CIO

**San Diego AFL-CIO** executive secretary-treasurer Joseph Francis leads call for fair trade at a California rally.

Under the so-called fast-track authority covering trade pacts, Bush can formally sign the NAFTA accord after Dec. 17 to open the gate for implementing legislation, AFL-CIO international trade economist Mark A. Anderson noted. But there is no provision in the measure requiring the president to discharge the legislation within a specified period. Approval is required by both chambers of Congress.

Clinton has said he would not sign implementing legislation until additional agreements are reached with Mexico and Canada to protect labor standards, worker safety and the environment, as well as authority to act in case of "import surges." And he has called for separate legislation to boost trade adjustment assistance for workers and to strengthen enforcement against the import of scab labor.

In Milwaukee on Oct. 31, a two-mile-long caravan of vehicles organized by the Fairness for U.S. and Mexican Workers Coalition paraded past shutdown factories and workplaces that moved operations to Mexico. The coalition has the backing of the Milwaukee County AFL-CIO as well as community and environmental organizations.

Leading the caravan was a hearse with a coffin containing the names and statements of thousands of dislocated Milwaukee area workers. It proceeded past the abandoned production facilities, including those of A.O. Smith Corp., Briggs and Stratton Corp., Chrysler Corp., Johnson Controls Inc., Aqua Chemical, Square D Corp. and others.

The victims of the job losses are members of the UAW, Allied Industrial Workers, Electrical Workers, Boilermakers and Machinists. Many members of other unions also lost jobs as companies shut plants in Wisconsin and moved to Mexico.

According to the Fairness Coalition, at least 21 Wisconsin firms have opened plants in Mexico that account for 10,000 jobs. They include Allen-Bradley Corp., Curtis Industries Inc. Falk Corp., Kohler Co., Mercury Marine Corp., Stokley USA Inc. and Wells Manufacturing Co.

"For Milwaukee workers it is an 'obscene' picture of what's happened to jobs here," the Milwaukee central labor body said. "It brings clearly into focus the question of the future of workers in Milwaukee and America facing agreements like NAFTA."

Citing research by labor economists, the coalition pointed out that U.S. corporations already operate some 2,000 maquiladora plants in Mexico that account for 500,000 jobs and where workers earn as little as 88 cents an hour.

"NAFTA would accelerate the shift of production from family-supporting jobs in the United States to starvation-wage jobs in Mexico," the coalition said in pointing to studies showing that the trade agreement would result in the loss of 550,000 more U.S. jobs.

In San Diego, several hundred workers and supporters protested the growing threat to jobs under NAFTA.

Chanting "$4 a day, no way!" the demonstrators warned that their wages could be slashed to poverty-pay levels that exploited Mexican workers receive across the border in Tijuana.

The event was sponsored by the Clothing and Textile Workers and the San Diego-Imperial Counties AFL-CIO. American Fashion Inc. of Chula Vista, Calif., gave time off to nearly 500 workers at its apparel plant to attend the rally.

Raul Marquez of Mexico's Authentic Labor Front told the demonstrators that Mexican workers already are saddled with "miserable wages with U.S. companies that have transferred to Mexico. The corporations have added to the destruction of our country and our health."

AFL-CIO representatives will testify at International Trade Commission hearings Nov. 17-19 as part of a comprehensive investigation requested by Congress to determine how NAFTA would affect U.S. industry, jobs, wages, agriculture, global competitiveness and national income.

# Unionists vow to fight for Olympic jobs

By Sharolyn A. Rosier

Atlanta unionists vowed to fight plans to exploit city workers with open bidding on 1996 Olympic building projects that could bypass union labor and pay less than the prevailing wage.

The Atlanta Committee for the Olympic Games (ACOG) announced Oct. 29 that contracts would be awarded solely on a contractor's ability to deliver projects on time and on budget.

Elizabeth Wilson/Georgia AFL-CIO

**Atlanta union** members protest decision to undercut prevailing wages and standards in Olympics construction.

The announcement came a month after 10,000 unionists and their supporters marched through the streets of the city urging the committee to use union labor on the projects.

But that march was only the beginning of the fight for jobs, said Stewart Acuff, president of the Atlanta Labor Council and organizer of the march. "The march was a massive display of our strength and commitment to fight for what people need — jobs," he said. "We will not allow the Olympics to exploit working people.

"Until they make it plain and make it clear that the wages paid on the Olympics are not going to undercut established wages, that the Olympics aren't going to abuse and exploit workers, union or non-union, they're going to have a fight," Acuff said.

The march on Sept. 18, during the arrival of the Olympic flag from Barcelona, was led by Acuff, Georgia AFL-CIO President Herb Mabry, the Rev. Jesse L. Jackson, Joseph Lowery of the Southern Christian Leadership Conference and a number of international union representatives.

Union construction projects in Atlanta shut down and two Clothing and Textile Workers plants closed down for the march. Trade unionists from as far away as California and Pennsylvania joined in the demonstration.

Atlanta Mayor Maynard Jackson and the Fulton County Commission are supporting organized labor, Acuff said. In fact, Michael Lomax, chairman of the commission, has assured unions that permits will not be approved if contractors are not providing the prevailing wage.

The 1996 Olympics would create 6,000 construction jobs, said Charlie Key, business manager of North Georgia Building Trades Council. ACOG will spend about $1.383 billion on the Olympics, creating an estimated 80,000 jobs over all.

"We will definitely not allow ACOG to exploit workers and thwart our efforts to help union members get some of these jobs," said Key. "Most contracts won't start until April 1993 so our efforts will continue with such activities as leafletting trade shows in the Atlanta area."

"This is very important to our workers and we won't take anything for granted," Acuff said. "We want to get some real results from ACOG."

# VICTORY '92

# Women, minorities put new face on Senate

## *Fowler faces Nov. 24 runoff*

**By Candice Johnson**

Changing the face of the U.S. Senate, voters elected five Democratic women — including Carol Moseley Braun of Illinois as the first black woman — and the first native American, Ben Nighthorse Campell of Colorado.

Because Democrats took seats from Republicans in California and Wisconsin and lost one in North Carolina, the likely Senate outcome is a one-seat gain for 58 Democrats and 42 Republicans in the 103rd Congress.

But Democrats have to win two more races — Nov. 24 in Georgia and Dec. 4 in North Dakota — to cement that outcome.

In Georgia, labor-endorsed Sen. Wyche Fowler faces Paul Coverdell again in the Nov. 24 runoff after the drain of a minor candidate left Fowler with 49 percent of the vote to Coverdell's 48 percent. Georgia law requires a clear majority.

In North Dakota, COPE-endorsed Sen. Kent Conrad is running for the seat left vacant by the death of Democrat Quentin Burdick. He will run against Republican state Rep. Jack Dalrymple, whose state AFL-CIO record is 81 percent "wrong."

Braun had labor support in her 55-45 victory margin over former Reagan staff member Rich Williamson in Illinois. Campbell won in Colorado with a 55-45 margin over GOP state Rep. Terry Considine.

In California, labor-backed female Democrats swept the state's two Senate races. Former San Francisco Mayor Dianne Feinstein won by a 55-38 percent margin over incumbent Republican Sen. John Seymour, who had been appointed to complete the term of Gov. Pete Wilson.

In the other California race, Rep. Barbara Boxer defeated television commentator Bruce Herschensohn by a 48-43 percent margin.

Chris Dyke/Kentucky AFL-CIO

**Kentucky Sen.** Wendell Ford, addressing a rally in Louisville, won re-election with 64 percent of the vote.

In Washington, state senator Patty Murray was the victor by a 55-45 margin over Rep. Rod Chandler (R). Chandler's COPE record was 83 percent "wrong."

Easily winning re-election was Maryland Sen. Barbara Mikulski, who defeated Alan Keyes by a 71-29 margin. Mikulski, Jocelyn Burdick of North Dakota and Republican Nancy Kassebaum of Kansas were the only women in the 102nd Congress, but now there will be six with the addition of Braun, Feinstein, Boxer and Murray. Burdick finishes out her late husband's term.

In Wisconsin, labor-backed state senator Russ Feingold (D) defeated incumbent Republican Bob Kasten, who had built a 74 percent "wrong" COPE record, by a 53-47 percent vote.

Ohio Sen. John Glenn beat back a challenge from Republican Lt. Gov. Michael DeWine with the help of the labor movement. His 55-45 margin was abetted by unionists in Cleveland and Cincinnati, who held rallies, organized phone banks and turned out the vote.

In the regular election in North Dakota, labor-endorsed Rep. Byron Dorgan easily defeated Fargo city council member Steve Sydness.

A number of COPE-endorsed Democratic incumbents won re-election: Richard Shelby, Alabama; Christopher Dodd, Connecticut; Bob Graham, Florida; Daniel Inouye, Hawaii; Wendell Ford, Kentucky; Harry Reid, Nevada; Tom Daschle, South Dakota; and Patrick Leahy, Vermont.

In Pennsylvania, incumbent Sen. Arlen Specter (R) narrowly beat back a challenge from Democrat Lynne Yeakel, winning re-election by a 51-49 margin. Neither candidate was endorsed by the state AFL-CIO.

In other open races, Idaho Republican Dirk Kempthorne defeated COPE-endorsed Rep. Richard Stallings (D) by 57-43 percent while labor-supported Democratic Rep. Wayne Owens lost his bid against businessman Bob Bennett (R) in Utah. In New Hampshire, Democrat John Rauh lost to Republican Gov. Judd Gregg, 50-48 percent, for the seat of retiring Sen. Warren Rudman.

COPE candidates in several states were unable to unseat Republican incumbents. St. Louis council member Geri Rothman-Serot (D) lost to Missouri incumbent Christopher "Kit" Bond by a 54-46 margin.

Several COPE-endorsed female candidates lost their bids to unseat Republican incumbents. In Arizona, activist Claire Sargent lost to Sen. John McCain; in Iowa, state senator Jean Lloyd Jones was defeated by Sen. Charles Grassley; and in Kansas, Gloria O'Dell, special assistant to the state treasurer, lost her bid to unseat Sen. Robert Dole.

Republican incumbents also defeated COPE-endorsed candidates in Alaska, Indiana, New York, Oklahoma and Oregon. In North Carolina, incumbent Terry Sanford was defeated by businessman Lauch Faircloth (R) by a 52-48 margin.

# Job plans, education goals keys to statehouse victories

**By Colleen M. O'Neill**

Labor gained and retained friends in statehouses across the country, as COPE-endorsed candidates surged to victory in seven states.

Victorious Democrats echoed themes on jobs and the economy, health care and education espoused by President-elect Clinton and other winning candidates.

Incumbent Gov. Gaston Caperton won by nearly 20 percentage points in West Virginia over former Rep. Cleve Benedict. Caperton was active on issues important to organized labor when he explored public employee bargaining, offered his office as a mediation site to help settle the Ravenswood lockout of the Steelworkers and pushed for heavy investments in public education.

In another Democratic victory, former two-term governor James B. Hunt Jr. took over North Carolina's statehouse from the Republican who succeeded him eight years ago, defeating sitting Lt. Gov. Jim Gardner by a 10-point margin. Gov. Jim Martin (R) could not succeed himself.

Hunt, noted for his strength on economic issues and education, enjoyed popularity and acclaim for his skill at attracting high-wage jobs to the state during his prior gubernatorial service.

Missouri Democrats picked up another statehouse by boosting Lt. Gov. Mel Carnahan to a win over state Attorney General Bill Webster by a 59-41 margin. Carnahan has supported prevailing wage laws and collective bargaining for public employees, and is particularly interested in reforming the U.S. health care system and ensuring access to health care for children.

Carnahan's economic plan to create high-quality jobs through expansion of job training and export opportunities gained support from the voters, along with his stance on the future of education in the state.

In a job switch, Delaware's sole member of the U.S. House, Rep. Thomas Carper, brought the statehouse into the Democratic fold while GOP Gov. Michael N. Castle took Carper's seat in the House. Businessman B. Gary Scott could mount only token opposition to Carper, who had compiled a 76 percent COPE record through five terms in Congress.

Former U.S. Rep. Mike Lowry legged out a 53-47 percent win over Attorney General Ken Eikenberry in Washington, keeping the seat for the Democrats. Lowry posted an 80 percent COPE record while in Congress, fighting for such issues as prevailing wages, minimum wages, family and medical leave, health care reform and unemployment compensation.

Incumbent Gov. Dr. Howard Dean handily defeated Republican state Sen. John McClaughry by a 3-1 margin to keep his post in Vermont. Dean, a medical doctor, has the credentials to back up his efforts at health care reform. He also earned the support of trade unionists through his support for state striker protection legislation and other labor issues.

Indiana's incumbent Gov. Evan Bayh also had an easy night, defeating Attorney General Linley Pearson by 26 points. Bayh never trailed in the campaign and was one of the first candidates declared victorious by the networks.

The results weren't all good for trade unionists. Despite the widely used moniker denoting 1992 as the "Year of the Woman," two female gubernatorial candidates went down to defeat.

In a hard-fought contest for an open seat in Montana, Attorney General Marc Racicot held off COPE-endorsed Democratic state legislator Dorothy Bradley by 11,000 votes to keep the governorship for the Republicans. In New Hampshire, four-term legislator Deborah "Arnie" Arnesen fell to former Attorney General Steve Merrill, who also kept a seat Republican.

# Democrats retain wide majority in House

By James B. Parks

The support of organized labor played a big role in the makeup of the new House of Representatives.

A majority of COPE-endorsed House candidates won, and they were propelled to victory by the same issues that were successful in the presidential race: jobs and health care reform. In addition, many of the House winners were outspoken against the North American Free Trade Agreement.

Despite predictions that the Democrats would lose up to 25 House seats because of redistricting and anti-incumbent fervor, the House Democratic majority lost only nine seats. Four races were too close to call.

Democrats won or are leading in elections for 259 seats, with Republicans winning 175 seats. One Independent, Bernard Sanders of Vermont was re-elected.

The election brought in 110 new members, but with no changes in the House leadership. Speaker Thomas Foley (D-Wash.) and Majority Leader Richard Gephardt (D-Mo.), the key player in the upcoming fight over ratification of George Bush's version of a Mexico trade agreement, were re-elected.

Voters also re-elected Majority Whip David Bonior (D-Mich.) and Steny Hoyer (D-Md.), the fourth-ranking Democrat, both of whom were running in new districts.

Also re-elected were committee chairs William Ford (D-Mich.) of Education and Labor, Dan Rostenskowski (D-Ill.) of Ways and Means and Les Aspin (D-Wis.) of Armed Services.

The new 103rd Congress will have a record 38 African-American members and 17 Hispanics, including the first Puerto Rican woman, Nydia Velasquez (D) of New York. There also are at least five Asian-Americans. Women will make up more than 10 percent of the new House with 47 members. Most of the women and minorities were elected with strong labor backing.

Minority success was made possible by redistricting under the Voting Rights Act, which required new districts designed specifically to elect minority lawmakers. But with minority members packed into a given district, the districts they left were markedly more conservative — giving Republicans a better opportunity to gain those seats.

Don Rowen/Iowa AFL-CIO

**Trade unionists** cheer Bill Clinton in Des Moines during a rally linked by closed circuit television to 31 cities.

In key House races rated close by the state AFL-CIOs, which did the endorsing across the country, Rep. George Sangmeister (D-Ill.), with an 83 percent "right" COPE rating, won his race for re-election in a district that was drastically redrawn to increase Republican strength. But fellow Illinois incumbent John Cox, who won in 1990 with crucial union support, lost the seat once held by Labor Secretary Lynn Martin.

NAFTA was the issue in several California House races. Anna Eshoo (D) won easily in a district that stands to lose high-tech jobs if the agreement is approved. Lynn Schenck (D) also won in a majority Republican district near the Mexican border where fear of NAFTA's impact runs strong. Two other California Democrats, Vic Fazio (89 percent COPE) and George Brown (91 percent) defied the odds against incumbency and were re-elected.

In Minnesota, Rep. Gerry Sikorski (D), with a 95 percent COPE rating, lost while Dan Mingle (D) was locked in a race that was too close to call for the seat vacated by retiring Republican Vin Weber.

In Ohio, incumbent Democrat Mary Rose Oakar (93 percent COPE voting record) lost her bid to return to Congress.

Montana's Pat Williams (D, 88 percent COPE record) won a battle of incumbents for an at-large seat, by defeating Ron Marlenee (17 percent). The state lost a seat after redistricting. Another incumbent, Indiana's Frank McCloskey (89 percent COPE record) won by a 54 percent to 46 percent margin in a very hotly contested race.

Pennsylvania's unions fought hard for three Democrats locked in tight races. Tim Holden (D) pushed for health care and federal action on family leave protection in winning his bid for an open seat. Marjorie Mezvinsky used the issues of health care, the economy and jobs to win in her race, picking up a seat from the GOP. However, incumbent Peter Kostmayer (90 percent COPE record) lost his race, a victim of pronounced anti-incumbent sentiment.

In Texas, intensive efforts by unions and Sen. Lloyd Bentsen (D) failed to boost Rep. Albert G. Bustamante (95 percent COPE record) to victory. Incumbents Michael Andrews, Ronald Coleman and Charles Wilson survived in their bids to overcome Republican blitzes and anti-incumbent fervor.

The news in Massachusetts was mixed. Incumbent Gerry Studds (D) easily won re-election in what some thought would be a closer race, while Nicholas Mavroules (D) did not survive to return to Congress. Studds votes for working people 92 percent of the time and Mavroules 94 percent.

In Maryland, the same was true of incumbent Democrat C. Thomas McMillen (91 percent COPE record) after redistricting threw him against incumbent Republican Wayne Gilchrest (17 percent). Tom Hattery (D), who defeated Rep. Beverly Byron in the primary, could not hold the seat for the Democrats.

Kentuckian Tom Barlow, who unseated Rep. Carroll Hubbard (D) in the primary, held on to win the seat. Meanwhile, union support was critical in Florida, where incumbent Democrat Jim Bacchus won by a narrow margin.

In Virginia, the labor charge was led by Leslie Byrne, who ran in a newly created district and won a tight race against Henry N. Butler (R).

# Term limits approved in 14 states; many headed to court

By Sharolyn A. Rosier

While the spotlight was on the presidential election, voters across the country decided on local issues as diverse as term limits, health care and school choice.

The biggest issue was term limitations. Fueled by a general anti-incumbent sentiment, voters in 14 states — Arizona, Arkansas, California, Florida, Michigan, Missouri, Montana, Nebraska, North Dakota, Ohio, Oregon, South Dakota, Washington and Wyoming — approved measures limiting the terms of members of Congress.

The referenda would limit senators to two terms or 12 years and House members from three to six terms or six to 12 years, depending on the state.

The AFL-CIO has denounced the term limitation movement as an attempt to limit democratic choice. "People have the means right now to deal with poor performance from elected officials. We have the vote, and a lot of people exercised that option this week," said AFSCME President Gerald W. McEntee, chairman of the federation's Constitutional Amendments Committee.

Legal questions remain as to the authority of states to impose limits on the terms of federal officeholders.

"Just because the Constitution gives states the authority to regulate the 'time, place and manner of congressional elections' doesn't mean states can determine who can run and how many times they can run," said Linda Rogers-Kingsbury, an expert on term limitations and former executive director of Let the People Decide.

"Our founding fathers voted three times (on term limitations for Congress) and each time it was voted down. The issue dates back to 1787, so there is precedent. Obviously, the drafters of the Constitution thought it wasn't the wise thing to do," she explained.

Term limitations already have been challenged in four state courts. Nevada is the only state to deny the measure on constitutional grounds. Florida, Arkansas and Nebraska realized there were serious constitutional questions, but did not think it right to render a decision, Kingsbury said. She predicted the Supreme Court would decide the issue.

Colorado voted to impose term limits on its congressional delegation in 1991. That law does not take effect until 2002.

In New York, a jobs bond act that would allow the state to borrow $800 million to invest in infrastructure projects, with the goal of putting people to work and attracting businesses to the state, was defeated by a 56-44 margin.

In another referendum, the cornerstone of outgoing President Bush's education reform plan — school choice — was defeated overwhelmingly in Colorado.

"We are delighted to see that Colorado voters rejected a poorly conceived and possibly unconstitutional voucher amendment," said Colorado AFT President Fleta Nockels.

Meanwhile, in Illinois, voters narrowly rejected an amendment to make education a basic right and increase state funding for it. The issue, which required a 60 percent total to pass, garnered 58 percent of the vote.

"We are very disappointed because without a mandate, education will continue to go downhill," said Illinois State AFL-CIO President Richard Walsh, a co-chair of the Committee for the Future of Our Children.

Californians defeated, by a 2-1 margin, the nation's first health care reform plan put to popular vote. The measure, Proposition 166, which was opposed by the state AFL-CIO, would have required employers to pay at least 75 percent of health insurance premiums for workers and their families. Only employees working 17.5 hours or more would have been covered.

"This proposition was a scam disguised in the form of health care reform," said AFL-CIO Regional Director Dave Sickler. "Workers ultimately would have borne the brunt of the cost."

In state legislative races, Democrats lost chambers in seven states while gaining chambers in four others.

In Michigan, Republicans gained enough seats to tie the Democrats in the House. They already control the Senate and the governorship.

# The 103rd Congress

## Senate

Newly elected or re-elected member in *italics*
*—Denotes COPE endorsement

**Alabama**
Howell Heflin (D)
**Richard Shelby (D)*

**Alaska**
*Frank H. Murkowski (R)*
Ted Stevens (R)

**Arizona**
*John McCain (R)*
Dennis DeConcini (D)

**Arkansas**
*Dale L. Bumpers (D)*
David Pryor (D)

**California**
**Dianne Feinstein (D)*
**Barbara Boxer (D)*

**Colorado**
Hank Brown (R)
**Ben Nighthorse Campbell (D)*

**Connecticut**
**Christopher J. Dodd (D)*
Joseph Lieberman (D)

**Delaware**
Joseph Biden Jr. (D)
William Roth Jr. (R)

**Florida**
**Bob Graham (D)*
Connie Mack (R)

**Georgia**
(Incumbent *Wyche Fowler Jr. (D) in runoff Nov. 24)
Sam Nunn (D)

**Hawaii**
Daniel Akaka (D)
**Daniel K. Inouye (D)*

**Idaho**
Larry Craig (R)
*Dirk Kempthorne (R)*

**Illinois**
**Carol Moseley Braun (D)*
Paul Simon (D)

**Indiana**
*Daniel R. Coats (R)*
Richard Lugar (R)

**Iowa**
*Charles E. Grassley (R)*
Tom Harkin (D)

**Kansas**
*Robert Dole (R)*
Nancy Landon Kassebaum (R)

**Kentucky**
* *Wendell H. Ford (D)*
Mitch McConnell (R)

**Louisiana**
**John B. Breaux (D)*
J. Bennett Johnston (D)

**Maine**
William Cohen (R)
George Mitchell (D)

**Maryland**
**Barbara A. Mikulski (D)*
Paul S. Sarbanes (D)

**Massachusetts**
Edward Kennedy (D)
John Kerry (D)

**Michigan**
Carl Levin (D)
Donald Riegle (D)

**Minnesota**
David Durenberger (R)
Paul Wellstone (D)

**Mississippi**
Thad Cochran (R)
Trent Lott (R)

**Missouri**
*Kit S. Bond (R)*
John Danforth (R)

**Montana**
Max Baucus (D)
Conrad Burns (R)

**Nebraska**
J. James Exon (D)
Bob Kerrey (D)

**Nevada**
Richard Bryan (D)
**Harry M. Reid (D)*

**New Hampshire**
*Judd Gregg (R)*
Robert Smith (R)

**New Jersey**
Bill Bradley (D)
Frank R. Lautenberg (D)

**New Mexico**
Jeff Bingaman (D)
Pete V. Domenici (R)

**New York**
*Alfonse D'Amato (R)*
Daniel Patrick Moynihan (D)

**North Carolina**
Jesse Helms (R)
*Lauch Faircloth (R)*

**North Dakota**
**Byron Dorgan (D)*
*Election Dec. 4*

**Ohio**
**John Glenn (D)*
Howard M. Metzenbaum (D)

**Oklahoma**
David Boren (D)
*Don Nickles (R)*

**Oregon**
Mark O. Hatfield (R)
*Bob Packwood (R)*

**Pennsylvania**
*Arlen Specter (R)*
Harris Wofford (D)

**Rhode Island**
John H. Chafee (R)
Claiborne Pell (D)

**South Carolina**
*Ernest Hollings (D)*
Strom Thurmond (R)

**South Dakota**
**Thomas A. Daschle (D)*
Larry Pressler (R)

**Tennessee**
Al Gore (D)
James Sasser (D)

**Texas**
Lloyd Bensten (D)
Phil Gramm (R)

**Utah**
*Bob Bennett (R)*
Orrin G. Hatch (R)

**Vermont**
Jim Jeffords (R)
**Patrick J. Leahy (D)*

**Virginia**
Charles "Chuck" Robb (D)
John W. Warner (R)

**Washington**
**Patty Murray (D)*
Slade Gorton (R)

**West Virginia**
Robert W. Byrd (D)
John D. "Jay" Rockefeller (D)

**Wisconsin**
**Russ Feingold (D)*
Herb Kohl (D)

**Wyoming**
Alan K. Simpson (R)
Malcolm Wallop (R)

## House

(By district)
†—Denotes unofficial winner

**Alabama**
1. Sonny Callahan (R)
2. Terry Everett (R)
3. *Glen Browder (D)
4. *Tom Bevill (D)
5. *Bud Cramer (D)
6. Spencer Bachus (R)
7. *Earl Hilliard (D)

**Alaska**
(At large)
Don Young (R)

**Arizona**
1. *Sam Coppersmith (D)
2. *Ed Pastor (D)
3. Bob Stump (R)
4. Jon Kyl (R)
5. Jim Kolbe (R)
6. *Karan English (D)

**Arkansas**
1. *Blanche Lambert (D)
2. *Ray Thornton (D)
3. Tim Hutchinson (R)
4. Jay Dickey (R)

**California**
1. *Dan Hamburg (D)
2. Wally Herger (R)
3. *Vic Fazio (D)
4. John Doolittle (R)
5. *Robert T. Matsui (D)
6. *Lynn Woolsey (D)
7. *George Miller (D)
8. *Nancy Pelosi (D)
9. *Ronald V. Dellums (D)
10. Bill Baker (R)
11. †Richard Pombo (R)
12. *Tom Lantos (D)
13. *Fortney H. Stark (D)
14. *Anna Eshoo (D)
15. *Norman Mineta (D)
16. *Don Edwards (D)
17. *Leon Panetta (D)
18. *Gary Condit (D)
19. †*Rick Lehman (D)
20. *Calvin Dooley (D)
21. Bill Thomas (R)
22. Michael Huffington (R)
23. Elton Gallegly (R)
24. *Anthony C. Beilenson (D)
25. Howard P. McKeon (R)
26. *Howard L. Berman (D)
27. Carlos J. Moorhead (R)
28. David Dreier (R)
29. *Henry A. Waxman (D)
30. *Xavier Becerra (D)
31. *Matthew G. Martinez (D)
32. *Julian C. Dixon (D)
33. *Lucille Roybal-Allard (D)
34. *Esteban Torres (D)
35. *Maxine Waters (D)
36. *Jane Harman (D)
37. *Walter Tucker (D)
38. Steve Horn (R)
39. Edward Royce (R)
40. Jerry Lewis (R)
41. Jay Kim (R)
42. *George Brown Jr. (D)
43. †*Mark Takano (D)
44. Al McCandless (R)
45. Dana Rohrabacher (R)
46. Robert Dornan (R)
47. Christopher Cox (R)
48. Ron Packard (R)
49. *Lynn Schenk (D)
50. *Bob Filner (D)
51. Randy Cunningham (R)
52. Duncan Hunter (R)

**Colorado**
1. *Pat Schroeder (D)
2. *David E. Skaggs (D)
3. Scott McInnis (R)
4. Wayne Allard (R)
5. Joel M. Hefley (R)
6. Dan Schaefer (R)

**Connecticut**
1. *Barbara B. Kennelly (D)
2. *Sam Gejdenson (D)
3. *Rosa DeLauro (D)
4. Christopher Shays (R)
5. Gary Franks (R)
6. Nancy Johnson (R)

**Delaware**
(At large) Michael Castle (R)

**Florida**
1. Earl Hutto (D)
2. *Pete Peterson (D)
3. *Corrine Brown (D)
4. Tillie Fowler (R)
5. *Karen Thurman (D)
6. Clifford B. Stearns (R)
7. John Mica (R)
8. Bill McCollum (R)
9. Michael Bilirakis (R)
10. Bill Young (R)
11. Sam M. Gibbons (D)
12. Charles Canady (R)
13. Dan Miller (R)
14. Porter J. Goss (R)
15. *Jim Bacchus (D)
16. Tom Lewis (R)
17. *Carrie Meek (D)
18. Ileana Ros-Lehtinen (R)
19. *Harry A. Johnston II (D)
20. *Peter Deutsch (D)
21. *Lincoln Diaz-Balart (R)
22. E. Clay Shaw Jr. (R)
23. *Alcee Hastings (D)

**Georgia**
1. Jack Kingston (R)
2. *Sanford Bishop (D)
3. Mac Collins (R)
4. John Linder (R)
5. *John Lewis (D)
6. Newt Gingrich (R)
7. *Buddy Darden (D)
8. J. Roy Rowland (D)
9. Nathan Deal (D)
10. *Don Johnson (D)
11. *Cynthia McKinney (D)

**Hawaii**
1. *Neil Abercrombie (D)
2. *Patsy Mink (D)

**Idaho**
1. *Larry LaRocco (D)
2. Michael Crapo (R)

**Illinois**
1. *Bobby Rush (D)
2. *Mel Reynolds (D)
3. *William Lipinski (D)
4. *Luis Gutierrez (D)
5. *Dan Rostenkowski (D)
6. Henry J. Hyde (R)
7. *Cardiss Collins (D)
8. Philip M. Crane (R)
9. *Sidney R. Yates (D)
10. John E. Porter (R)
11. *George Sangmeister (D)
12. *Jerry Costello (D)
13. Harris Fawell (R)
14. Dennis Hastert (R)
15. Thomas Ewing (R)
16. Donald Manzullo (R)
17. *Lane Evans (D)
18. Robert H. Michel (R)
19. *Glenn Poshard (D)
20. *Richard J. Durbin (D)

**Indiana**
1. *Peter J. Visclosky (D)
2. *Philip Sharp (D)
3. *Tim Roemer (D)
4. *Jill Long (D)
5. Steve Buyer (R)
6. Dan Burton (R)
7. John T. Myers (R)
8. *Frank McCloskey (D)
9. *Lee H. Hamilton (D)
10. *Andrew Jacobs Jr. (D)

**Iowa**
1. Jim Leach (R)
2. Jim Nussle (R)
3. Jim Lightfoot (R)
4. *Neal Smith (D)
5. Fred Grandy (R)

**Kansas**
1. Pat Roberts (R)
2. *Jim Slattery (D)
3. Jan Meyers (R)
4. *Dan Glickman (D)

**Kentucky**
1. *Tom Barlow (D)
2. *William H. Natcher (D)
3. *Romano L. Mazzoli (D)
4. Jim Bunning (R)
5. Harold Rogers (R)
6. Scotty Baesler (D)

**Louisiana**
1. Robert L. Livingston Jr. (R)
2. *William Jefferson (D)
3. Billy Tauzin (D)
4. *Cleo Fields (D)
5. Jim McCrery (R)
6. Richard H. Baker (R)
7. *James A. Hayes (D)

**Maine**
1. *Thomas Andrews (D)
2. Olympia J. Snowe (R)

**Maryland**
1. Wayne Gilchrest (R)
2. Helen Delich Bentley (R)
3. *Benjamin L. Cardin (D)
4. *Albert Wynn (D)
5. *Steny H. Hoyer (D)
6. Roscoe Bartlett (R)
7. *Kweisi Mfume (D)
8. Connie Morella (R)

**Massachusetts**
1. *John Olver (D)
2. *Richard E. Neal (D)
3. Peter Blute (R)
4. *Barney Frank (D)
5. Martin Meehan (D)
6. Peter Torkildsen (R)
7. *Edward J. Markey (D)
8. *Joseph P. Kennedy II (D)
9. *Joe Moakley (D)
10. *Gerry E. Studds (D)

**Michigan**
1. *Bart Stupak (D)
2. Peter Hoekstra (R)
3. Paul Henry (R)
4. Dave Camp (R)
5. *James Barcia (D)
6. Fred Upton (R)
7. Nick Smith (R)
8. *Bob Carr (D)
9. *Dale Kildee (D)
10. *David Bonior (D)
11. Joseph Knollenberg (R)
12. *Sander Levin (D)
13. *William Ford (D)
14. *John Conyers Jr. (D)
15. *Barbara-Rose Collins (D)
16. *John Dingell (D)

**Minnesota**
1. *Tim Penny (D)
2. †*David Minge (D)
3. Jim Ramstad (R)
4. *Bruce Vento (D)
5. *Martin Sabo (D)
6. Rod Grams (R)
7. *Collin Peterson (D)
8. *James Oberstar (D)

**Mississippi**
1. *Jamie Whitten (D)
2. *Mike Espy (D)
3. Sonny Montgomery (D)
4. Mike Parker (D)
5. Gene Taylor (D)

**Missouri**
1. *William Clay Sr. (D)
2. James Talent (R)
3. *Richard Gephardt (D)
4. *Ike Skelton (D)
5. *Alan Wheat (D)
6. *Pat Danner (D)
7. Mel Hancock (R)
8. Bill Emerson (R)
9. *Harold Volkmer (D)

**Montana**
(At large)
*Pat Williams (D)

**Nebraska**
1. Doug Bereuter (R)
2. *Peter Hoagland (D)
3. Bill Barrett (R)

**Nevada**
1. *James H. Bilbray (D)
2. Barbara F. Vucanovich (R)

**New Hampshire**
1. Bill Zeliff (R)
2. *Dick Swett (D)

**New Jersey**
1. *Robert Andrews (D)
2. *William J. Hughes (D)
3. Jim Saxton (R)
4. *Christopher H. Smith (R)
5. Marge Roukema (R)
6. *Frank Pallone Jr. (D)
7. Robert Franks (R)
8. *Herbert Klein (D)
9. *Robert G. Torricelli (D)
10. *Donald M. Payne (D)
11. Dean A. Gallo (R)
12. Richard A. Zimmer (R)
13. *Robert Menendez (D)

**New Mexico**
1. Steven Schiff (R)
2. Joe Skeen (R)
3. *Bill Richardson (D)

**New York**
1. *George J. Hochbrueckner (D)
2. Rick Lazio (R)
3. Peter King (R)
4. David Levy (R)
5. *Gary L. Ackerman (D)
6. *Floyd H. Flake (D)
7. *Thomas J. Manton (D)
8. *Jerrold Nadler (D)
9. *Charles E. Schumer (D)
10. *Edolphus Towns (D)
11. *Major R. Owens (D)
12. *Nydia Velazquez (D)
13. Susan Molinari (R)
14. *Carolyn Maloney (D)
15. *Charles B. Rangel (D)
16. *Jose Serrano (D)
17. *Eliot L. Engel (D)
18. *Nita M. Lowey (D)
19. Hamilton Fish, Jr. (R)
20. *Benjamin A. Gilman (R)
21. *Michael R. McNulty (D)
22. *Gerald Solomon (R)
23. *Sherwood L. Boehlert (R)
24. *John McHugh (R)
25. James T. Walsh (R)
26. *Maurice Hinchey (D)
27. Bill Paxon (R)
28. *Louise M. Slaughter (D)
29. *John J. LaFalce (D)
30. Jack Quinn (R)
31. Amo Houghton Jr. (R)

**North Carolina**
1. *Eva Clayton (D)
2. Tim Valentine (D)
3. *Martin Lancaster (D)
4. *David E. Price (D)
5. Steve Neal (D)
6. Howard Coble (R)
7. *Charles Rose III (D)
8. *Bill Hefner (D)
9. Alex McMillan (R)
10. Cass Ballenger (R)
11. Charles Taylor (R)
12. *Melvin Watt (D)

**North Dakota**
(At large)
*Earl Pomeroy (D)

**Ohio**
1. *David Mann (D)
2. Willis D. Gradison (R)
3. *Tony Hall (D)
4. Michael G. Oxley (R)
5. Paul Gillmor (R)
6. *Ted Strickland (D)
7. David Hobson (R)
8. John Boehner (R)
9. *Marcy Kaptur (D)
10. Martin Hoke (R)
11. *Louis Stokes (D)
12. John Kasich (R)
13. *Sherrod Brown (D)
14. *Thomas Sawyer (D)
15. Deborah Pryce (R)
16. Ralph Regula (R)
17. *James A. Traficant Jr. (D)
18. *Douglas Applegate (D)
19. *Eric Fingerhut (D)

**Oklahoma**
1. James M. Inhofe (R)
2. *Mike Synar (D)
3. Bill Brewster (D)
4. Dave McCurdy (D)
5. Ernest Jim Istook (R)
6. Glenn English (D)

**Oregon**
1. *Elizabeth Furse (D)
2. Bob Smith (R)
3. *Ron Wyden (D)
4. *Peter DeFazio (D)
5. Mike Kopetski (D)

**Pennsylvania**
1. *Thomas Foglietta (D)
2. *Lucien Blackwell (D)
3. *Robert Borski (D)
4. *Ron Klink (D)
5. Bill Clinger Jr. (R)
6. *Tim Holden (D)
7. *Curt Weldon (R)
8. Jim Greenwood (R)
9. Bud Shuster (R)
10. *Joseph McDade (R)
11. *Paul E. Kanjorski (D)
12. *John Murtha (D)
13. *Marjorie Mezvinsky (D)
14. *William Coyne (D)
15. *Paul McHale (D)
16. Robert S. Walker (R)
17. George Gekas (R)
18. Rick Santorum (R)
19. William Goodling (R)
20. *Austin Murphy (D)
21. Thomas Ridge (R)

**Rhode Island**
1. Ronald K. Machtley (R)
2. *Jack Reed (D)

**South Carolina**
1. Arthur Ravenel Jr. (R)
2. Floyd Spence (R)
3. *Butler Derrick Jr. (D)
4. Bob Inglis (R)
5. *John M. Spratt Jr. (D)
6. *James Clyburn (D)

**South Dakota**
(At large)
*Tim Johnson (D)

**Tennessee**
1. Jimmy Quillen (R)
2. John J. Duncan Jr. (R)
3. *Marilyn Lloyd (D)
4. Jim Cooper (D)
5. *Bob Clement (D)
6. *Bart Gordon (D)
7. Don Sundquist (R)
8. *John S. Tanner (D)
9. *Harold E. Ford (D)

**Texas**
1. *Jim Chapman (D)
2. *Charles Wilson (D)
3. Sam Johnson (R)
4. Ralph Hall (D)
5. *John Bryant (D)
6. Joe Barton (R)
7. Bill Archer (R)
8. Jack Fields Jr. (R)
9. *Jack Brooks (D)
10. Jake Pickle (D)
11. *Chet Edwards (D)
12. Pete Geren (D)
13. *Bill Sarpalius (D)
14. *Greg Laughlin (D)
15. *Kika de la Garza (D)
16. *Ron Coleman (D)
17. Charles Stenholm (D)
18. *Craig Washington (D)
19. Larry Combest (R)
20. *Henry B. Gonzalez (D)
21. Lamar Smith (R)
22. Tom DeLay (R)
23. Henry Bonilla (R)
24. *Martin Frost (D)
25. *Mike A. Andrews (D)
26. Dick Armey (R)
27. *Solomon Ortiz (D)
28. *Frank Tejeda (D)
29. *Gene Green (D)
30. *Eddie Bernice Johnson (D)

**Utah**
1. James V. Hansen (R)
2. *Karen Shepherd (D)
3. *William Orton (D)

**Vermont**
(At large)
*Bernie Sanders

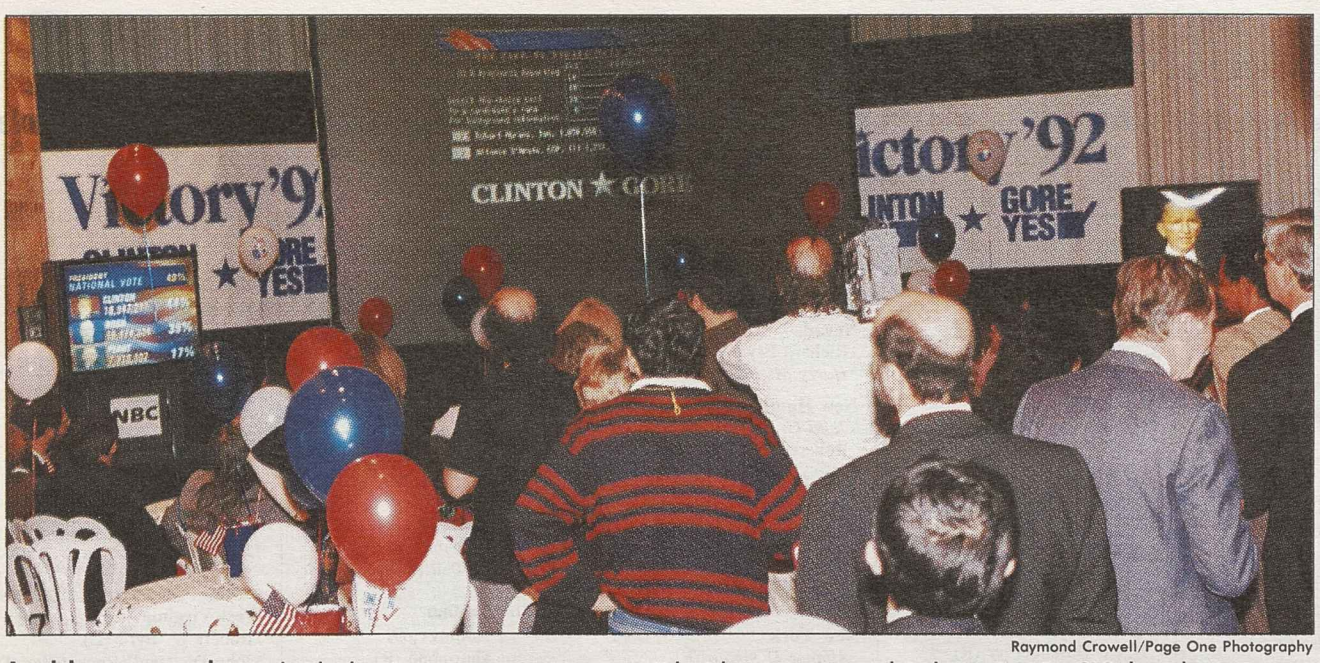
**Virginia**
1. Herbert H. Bateman (R)
2. Owen B. Pickett (D)
3. *Robert Scott (D)
4. Norman Sisisky (D)
5. Lewis F. Payne Jr. (D)
6. Robert Goodlatte (R)
7. Thomas J. Bliley Jr. (R)
8. *James Moran (D)
9. *Rick Boucher (D)
10. Frank R. Wolf (R)
11. *Leslie Byrne (D)

**Washington**
1. *Maria Cantwell (D)
2. *Al Swift (D)
3. *Jolene Unsoeld (D)
4. *Jay Inslee (D)
5. *Thomas S. Foley (D)
6. *Norman D. Dicks (D)
7. *Jim McDermott (D)
8. Jennifer Dunn (R)
9. *Mike Kreidler (D)

**West Virginia**
1. *Alan B. Mollohan (D)
2. *Bob Wise Jr. (D)
3. *Nick Joe Rahall II (D)

**Wisconsin**
1. *Les Aspin (D)
2. Scott Klug (R)
3. Steve Gunderson (R)
4. *Gerald D. Kleczka (D)
5. *Thomas Barrett (D)
6. Thomas E. Petri (R)
7. *David R. Obey (D)
8. Toby Roth (R)
9. Jim Sensenbrenner (R)

**Wyoming**
(At large)
Craig Thomas (R)




Raymond Crowell/Page One Photography

**A celebratory crowd** watched election returns on a special video computer hookup at AFL-CIO headquarters.

# Health care strikes chord with voters

## *Poll shows most back major reform*

**By Colleen M. O'Neill**

Health care reform, a labor priority for the past two years, was a major issue in the 1992 election — maybe even a determining one.

That was an operating assumption of the campaign of Democratic President-elect Bill Clinton, and it was backed up by a survey conducted for the Service Employees and released on Election Day.

In focus groups and a national survey of 903 registered voters, a majority that included both Democratic and Republican voters identified health care as their No. 1 pocketbook issue.

A complete revamping of the system was favored by 41 percent, who were identified as largely Democratic voters. Significantly, another 43 percent, including voter groups normally identified as Republican — college graduates, young Republican women, older Republican men, those earning $50,000 or more a year — favored significant, fundamental change in the health care system.

The 12 percent who said the system needs only minor adjustments were disproportionately men and Republicans. When voters heard simulated campaign debate proposals on health care, independent voters moved decidedly toward the Democrats.

Pollster Stanley Greenberg said the rising cost of health care was the greatest concern among the respondents and that cost containment offered the clearest basis for significant reform. The poll was conducted for SEIU by Greenberg and Celinda Lake.

Survey respondents said they did not necessarily want government to be the sole provider of health care, as is the case in Canada and in some other industrialized nations, but they did support a government role in holding down costs.

The poll also showed quality of care to be a non-negotiable aspect of the overall debate. In fact, respondents said their biggest fear was the prospect of giving up quality as a result of government involvement. Respondents included choice of providers, lack of red tape and short waiting times in their evaluation of quality.

In a simulated presidential contest, the poll showed a Democratic plan with cost controls was the overwhelming choice of union members, working women and young women, less-educated prospective voters, Democrats, those with HMOs and those without insurance.

In other campaign simulations, Democrats running for Congress who supported national health care reform got two-thirds (65 percent) of the vote over a Republican — up from 48 percent with no other information.

The current system consumes close to 14 percent of the U.S. Gross Domestic Product and is growing at a rate far above inflation and the country's domestic growth.

More than 35 million Americans are without health insurance and another 50 million persons are underinsured, studies show.

# Bush plays politics with project agreements

**Continued from Page 1**

The solicitor general urged that the decision be reviewed, and later, supporting the unions' position, pointed out that the lower court should be overruled because project agreements were completely lawful under the NLRA and had been used for decades by developers, contractors and unions to ensure cost and labor stability on both private and public construction.

Protesting that contention, the ABC board of directors in July said the group would not support Bush's re-election "unless the administration's position changes." ABC President Steven D. Westra urged members to express their dissatisfaction to President Bush.

Bush's order banning union project agreements came in late October, 10 days before the election and at the end of a Friday night news cycle. The ABC immediately endorsed Bush for re-election, with Westra declaring that the group and its members now would "throw their full support" behind the Bush campaign.

In his brief, the solicitor general noted that project agreements are commonly used by both public and private developers, and that both owners and contractors appreciate the fact that especially complex jobs requiring the coordination of many contractors over a long period time are more orderly and efficient under project agreements.

Also cited by the solicitor general was a 1980 Labor Department study that noted "contractors on such projects, and their eventual owners, want continuity of production, more favorable treatment of costs such as travel and overtime pay than local agreements typically provide, uniform shift and other conditions for all trades" as well as help in securing manpower.

Besides the executive orders on project agreements and Davis-Bacon rules in hurricane-damaged areas, Bush in the final months of his campaign targeted unions with complicated new forms for union reports to the Labor Department and a privatization order that goes into effect next May.

# Seven unions recess strike against shipbuilder

**San Diego**

Members of seven unions recessed their strike against National Steel and Shipbuilding Co. under a "cooling-off" agreement while negotiations for a new contract continue.

Before returning to work Oct. 26, the 2,800 strikers approved the temporary agreement providing for pay raises of 25 cents an hour and a 10 percent increase in employer pension contributions. The provisional agreement expires Jan. 4.

Prior to the start of the strike on Oct. 1, the unions had rejected management's "final offer" for annual 25-cent pay raises over five years and filed unfair labor practice charges against NASSCO after management walked out of negotiations.

The seven-union bargaining team had been seeking, among other contract goals, a $1 an hour raise in the first year and annual 50-cent increases in a three-year contract.

But wages were the secondary issue for the workers. Their primary reason for striking was over job security concerns and NASSCO's demand for changes in seniority rules and elimination of a successor clause in the event of a takeover.

The unions also are disputing management's demand that workers contribute almost $50 a month for health care coverage under a new contract.

The seven unions representing the shipyard workers are the Carpenters, Electrical Workers, Iron Workers, Machinists, Operating Engineers, Painters and Teamsters.

# HUD violates Hatch spirit, AFGE claims

**By Sharolyn A. Rosier**

Political solicitation of Government Employee members working at the Boston Housing and Urban Development office "is a perfect example of why the Hatch Act ought to be turned on its head," AFGE President John Sturdivant said.

Members of AFGE Local 3258 were solicited at their worksite to attend a $100 fundraiser at which HUD Secretary Jack Kemp would be speaking for Paul Cronin, a candidate for Congress in the 5th district in Massachusetts.

"It seems top-level administration employees, who are unHatched, are imposing their political preferences on rank-and-file federal workers, who are Hatched," Sturdivant said.

Federal law protects rank-and-file federal workers from such political solicitations. Sturdivant requested a full investigation in a Sept. 21 letter to the special counsel of the Merit Systems Protection Board and the U.S. Attorney's Office, but the union has received no response from either office.

"I'm convinced the invitations were sent by the Cronin campaign," said Local 3258 President Carolyn Federoff. "The names and address of the targeted employees can be easily obtained through the mailroom. Kemp has fostered this environment where people in the private sector can exploit our workers."

The union has been in a running battle with Kemp over understaffing, charging that supervisors were encouraging employees to work overtime without pay.

"At the very time when Secretary Kemp was giving President Bush advice on how to manage the nation's budget, Kemp failed to submit an adequate budget for his own agency and has stonewalled negotiations with the union on how to deal with the problems his poorly run budget office created," said AFGE Council 222 spokesperson Jim Harrell.

### Hatched at SSA

Meanwhile, at the Social Security Administration, members of AFGE Local 3369 were rebuffed by an administration official when they sought to post the union's endorsement of Gov. Bill Clinton for president.

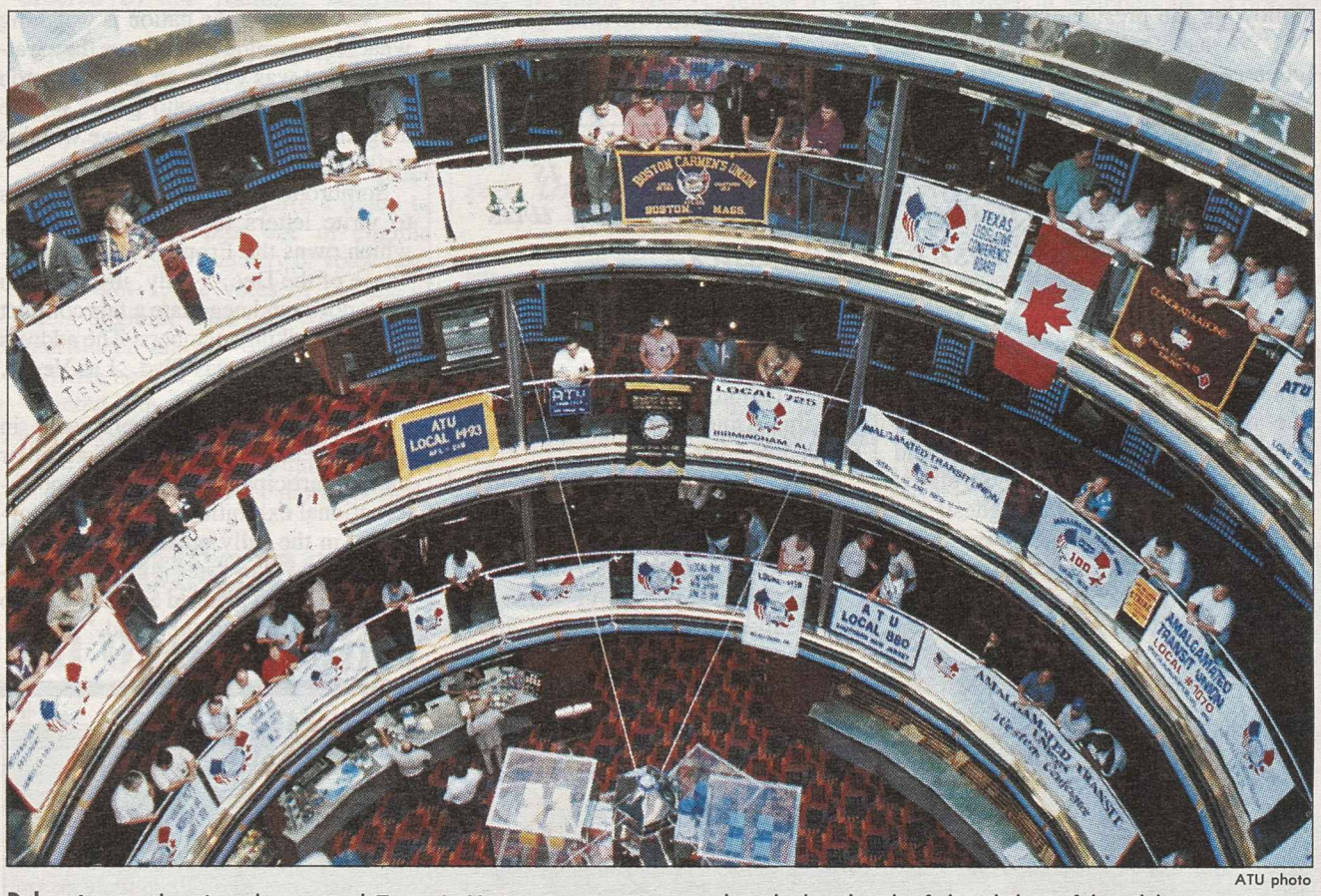
Alan Swendiman, appointed by President Bush as the general counsel of the Federal Labor Relations Administration, advised the Boston Regional Director Edward Davidson to dismiss the union's unfair labor practice charge and refused to enforce the 1986 arbitration award prohibiting SSA from removing information from union bulletin boards.

The union filed the charge last July when management tore the Clinton endorsement from union bulletin boards located in 51 SSA offices in New York City, Long Island and Westchester County.

"This is a clear example of how labor relations in the federal sector is an uneven playing field," said Local 3369 President John Riordan. "If the union were to rip something off the agency's bulletin board, we would be disciplined. Yet, SSA may attack union bulletin boards with impunity even after an arbitrator issues a cease and desist order against them.

"Under a Clinton administration federal unions will have a chance to advance out of the dark ages," he said.

# UNION NEWS




ATU photo

**Delegates** to the Amalgamated Transit Union convention gather behind colorful exhibit of local banners.

## ATU celebrates unity, future resolve

**Miami Beach**

The Amalgamated Transit Union celebrated its 100th anniversary with preparations to face the challenges of a new century through solidarity and political activism.

Citing the union's continuing struggle against Greyhound Inc., President James LaSala told the 1,000 delegates "our trials have brought out the best in us. We have been tempered like steel, and we have demonstrated to all the world that we are prepared to fight for another century at least."

"I saw our union at its best — American and Canadian, active and retired, men and women of differing races and creeds — all pitching in and giving everything they had to help and support brothers and sisters in a time of need," LaSala said.

"I can think of no other image that better typifies what we are all about," he said. "And no other experience brings into clearer focus our vision for the future."

LaSala also pledged to continue the union's struggle for justice for striking Greyhound workers. "And let us make this vow. . . We will fight for our Greyhound workers and all our striking members suffering under the oppression of unjust wages and working conditions," he said.

Robert Georgine, president of the AFL-CIO Building and Construction Trades Department, reinforced the call for unity, which he said is crucial in advancing labor's political agenda.

"Solidarity is the key to survival, the key to victory on Election Day and the key to success after the election, as we push Congress and state and local governments to invest in the kinds of transportation facilities America needs for the twenty-first century," he said.

The delegates approved per capita tax increases of 35 cents in both 1993 and 1994 and re-elected LaSala, Executive Vice President Ellis Franklin and Secretary-Treasurer Oliver Green. The convention re-elected 18 vice presidents after approving a constitutional change reducing the number of vice presidents from 19 to 18.

George E. Leitz, president of the Transport Workers, invited LaSala to attend TWU's convention next year to discuss the possible merger of the two unions in order to "strengthen and unify" the fight on behalf of transit workers.

The delegates also passed resolutions supporting a mass transit policy, encouraging organizing, ending sexual harassment and opposing privatization and the North American Free Trade Agreement.

Other speakers included Bob White, president of the Canadian Labour Congress; Tadashi Kubo, president of the All Japan Municipal Transport Union; Sen. Frank Lautenberg (D-N.J.); Rep. William Lehman (D-Fla.); Kenneth Moore, vice president of the United Transportation Union; and Norman Hill, president of the A. Philip Randolph Institute.

## USWA lauds EPA standard, fair process

The Steelworkers expressed satisfaction with the Environmental Protection Agency's proposed new standard on coke oven emissions and lauded the level of union participation in the rulemaking process.

The agreement, announced Oct. 28, was hammered out by representatives of organized labor, the steel industry, environmental groups and the government.

"The proposed rule meets all our objectives," said Mike Wright, USWA Director of Health, Safety and Environment. "It will reduce emissions from coke batteries by 90 percent while preserving jobs in the industry. And it fully complies with the 1990 amendments to the Clean Air Act."

Wright was joined in discussions with EPA officials by USWA Director of Legislation Jack Sheehan and Larry Davis of USWA Local 6787 at the Bethlehem Steel Burns Harbor plant in Indiana, representing the Hoosier Environmental Council.

In addition, more than 30 union-represented coke plant workers also participated in one or more meetings of the negotiators. Those workers, Wright pointed out, are the best qualified to offer insight on the workings of coke batteries. He said the workers' participation was especially effective in crafting the extensive work practice provisions of the standard.

The proposed rule includes numerical standards for all sources of emission as specified in the act's amendments; work practice requirements to minimize emissions and requirements for installation of technology to control leaks during malfunctions; and procedures for monitoring and reporting releases. Additionally, the rule would give companies two options for compliance.

"We are grateful for the support of the environmentalists, the state and local agencies, the steel and foundry coke producers and the dedicated civil servants at EPA," Wright said. "All of them were concerned, both with clean air and with preserving a viable industry. Our members need both."

## DOE backs OCAW on energy plant violations, then backs out

**By Colleen M. O'Neill**

The Oil, Chemical and Atomic Workers have new ammunition in their fight for safer working conditions at a Martin Marietta nuclear plant in Ohio.

A Department of Energy worker health and safety investigation conducted at the Portsmouth Uranium Enrichment Plant revealed 578 violations covering an even greater number of infractions, most of them classified as "serious."

The DOE made an unannounced inspection of the facility just after more than 1,000 striking OCAW members returned to work in April, but the report was held until Oct. 8.

"It confirms everything we've been warning about, but we can take little comfort in it," OCAW President Robert E. Wages said. "Our members only decided to go back to work to prevent the plant from deteriorating to the point where a catastrophic accident would be inevitable — possibly causing grave damage to the surrounding community — or having the plant shut down because of the threat of such an occurrence."

Some 1,050 members of OCAW Local 3-689 struck the plant on June 11, 1991, over the company's refusal to reinstate a 30-year contract that guaranteed workers seniority rights at the plant. The facility is one of only two in the nation that produces enriched uranium for the country's nuclear weapons program.

Scabs from Martin Marietta plants in Kentucky and Tennessee had been bused in to work temporarily in the plant during the strike. The union charged that the scabs received little training for the skilled jobs in the plant, jeopardizing the safety of the workers and the surrounding community.

Wages blasted the DOE's response in the case, noting that even after serious injuries occurred, Martin Marietta — under DOE contract to operate the plant — made no efforts to correct or remove the hazards. In addition, Energy Secretary James Watkins recently stated that DOE's Office of Environment, Safety and Health no longer can conduct unannounced inspections.

The DOE has no system of fines and penalties to assure compliance with worker health and safety regulations, as do such agencies as the Occupational Safety and Health Administration and the Mine Safety and Health Administration. In fact, OCAW pointed out, it is up to the DOE when and if the deficiencies are addressed.

"DOE, working hand in glove with the contractors, always has boosted the importance of production at the expense of worker health and safety — contrary to its rhetoric about protecting the people in the plants," Wages said.

"Now the public knows we were right all along," he said. "By DOE's own account, there are 578 pieces of solid evidence that 1,000 OCAW members knew exactly what they were talking about."

Local 3-689 members remain on the job without a contract. OCAW said it would be seeking support from other unions and Martin Marietta employees at a coordinated bargaining committee meeting in Las Vegas in early December.

# Unions gather strength to draw 'Line in the Sand'

By Muriel H. Cooper

Striking workers at the Frontier Hotel in Las Vegas are gearing up for a major rally that will draw thousands of union supporters from across the country.

Desert Solidarity — Our Line in the Sand is scheduled for Dec. 5 and will demonstrate against the tactics of the hotel's management, which has sought to intimidate loyal, skilled employees and "permanently replace" them with scabs.

The 550 striking workers — members of two locals of the Hotel Employees and Restaurant Employees, Teamsters Local 995, Operating Engineers Local 501 and Carpenters Local 1780 — were forced to strike 14 months ago when the hotel demanded health care and pension cuts.

Since that time, no union member has crossed the picket line and the workers have been joined in rallies and demonstrations by many labor and political allies.

With the assistance of the AFL-CIO Strategic Approaches Committee, the Frontier unions hope to throw a national spotlight on their plight with a rally that they describe as "the first major mobilization of the labor movement following the presidential election."

"We have asked cities across the country to declare Dec. 5 Desert Solidarity Day," said Vincent O'Brien, the assistant director of the AFL-CIO Department of Organization and Field Services who is coordinating the effort.

While rally speakers and guests are still being worked out, unionists throughout the United States are making reservations to attend the event.

"There is tremendous interest out there," said HERE spokesperson Glen Arnodo, who is coordinating the travel arrangements.

Arnodo said he has heard from unionists as far away as Hawaii, Montana, Canada, Oregon, Oklahoma, Florida and Arizona. The unionists will be spread out among the Excalibur, Las Vegas Hilton, Showboat, Desert Inn, Maxim, Union Plaza, Riviera and Golden Nugget hotels.

Some hotels still may be accepting reservations, said Arnodo, who urged unionists contacting the hotels to identify themselves with Desert Solidarity.

The workers picked up some pre-event support from the Letter Carriers and UAW, which recently were in Las Vegas for meetings. NALC President Vincent R. Sombrotto joined other NALC members on the picket line with striking workers.

"Everyone in the nation is watching what is happening here just as they watched what was going on at the Pittston Coal mines," Sombrotto said. "We are all going to feel good when we win this strike."

Sombrotto urged all NALC members to write letters to the Elardi family, which owns the Frontier Hotel, in advance of the Dec. 5 rally, urging them to sit down and negotiate a fair contract with the striking members. The address is 3120 S. Las Vegas Blvd., Las Vegas, Nev. 89109.

The 200 UAW members were in town to demonstrate against Caterpillar Inc., a participant in the MINExpo International exhibition, and 30 were arrested in the rally outside the convention center. They later joined the Frontier strikers and pledged $10,000 to help draw the "Line in the Sand."

> *"Everyone in the nation is watching what is happening here just as they watched what was going on at the Pittston Coal mines."*
>
> **— NALC President Vincent R. Sombrotto**

Nevada AFL-CIO

**Recognizing the changing** face of the labor movement, the Nevada AFL-CIO focused on its female leaders as the theme of the state federation convention. These women were honored at a banquet, which featured local, regional and national union women as keynote speakers during the "Year of the Woman."

## Inbrief

### Asbestos Workers increase per capita

**Toronto**

The Asbestos Workers convention agreed to raise per capita payments $1 a month and increase the working assessment 1 cent an hour.

The new $10 monthly per capita and 6 cents an hour assessment go into effect January 1.

The 389 delegates also re-elected President William G. Bernard and Secretary-Treasurer James A. Grogan without opposition. Eight vice presidents were re-elected and Gary Fujawa won a run-off for an open vice president's slot. Anthony Ceraldi defeated incumbent Norman Pon as vice president for the Canadian Conference (Western Canada).

Among those addressing the convention were AFL-CIO Building and Construction Trades President Robert A. Georgine, Canadian Federation of Labour President James McCambly, Executive Secretary of the Canadian BCTD Guy Dumoulin and former Speaker of the House James C. Wright.

Delegates unanimously endorsed the Democratic presidential ticket of Bill Clinton and Al Gore and discussed the securing of apprentice fund grants and the state of pension, health and welfare funds.

The convention also raised $55,000 for workers in the areas of South Florida and Louisiana hit by Hurricane Andrew.

### Political turnaround cheers Connecticut

**Hartford, Conn.**

Delegates to the Connecticut AFL-CIO convention were cheered by the prospect that a Democratic presidential candidate could carry the state for the first time since Hubert Humphrey did it in 1968.

"This is the year to reverse that trend because trade unionists will be out in force carrying Clinton to victory in Connecticut," said Connecticut AFL-CIO President John Olsen. Clinton did, in fact, carry the state with 42 percent of the vote.

Delegates, meeting Sept. 16-18, adopted a resolution to make Clinton's election their top priority.

Tipper Gore, wife of vice presidential candidate Sen. Al Gore (D-Tenn.), opened the convention with a speech that credited organized labor for such early reforms as employer-paid health insurance, better wages and safer workplaces.

She said the Clinton-Gore ticket was committed to extending these benefits to all working Americans and to helping Americans better balance their work and family lives. "Our agenda is to put government on the side of working families."

AFSCME President Gerald McEntee excoriated the Bush and Reagan administrations for 12 years of insensitivity and indifference to working Americans. "Everybody in this room has lived through a period of time when the rich got richer, the poor got poorer and the middle class got the shaft," he said.

AFL-CIO Civil Rights Director Richard Womack ridiculed Bush's notion of "1,000 points of light. I have only one light in mind," he said. "The one that will show George Bush the way out."

Gov. Lowell Weicker credited labor for being a conscience for the state and the nation. "Your idealism is exactly what's needed at this moment," he said.

Delegates to the convention also amended the state AFL-CIO constitution to change the terms of officers from two to four years.

### Flint Glass Workers end strike with pact

**Lancaster, Ohio**

Pay raises and pension gains in a new contract ended a one-month strike for Flint Glass Workers at Anchor Hocking facilities.

The 1,300 workers, members of nine AFGW local unions, ratified the agreement by a 2-1 margin.

The settlement provides a first-year $1,700 payment, a 3 percent increase in the second year and an hourly raise of 30 cents in the third year. The contract breaks a nine-year freeze on Anchor Hocking's contribution to workers' pensions, raising that rate to $16 per year of service, and provides a "preferred provider" health care plan.

AFGW members voted to strike after the glass maker demanded lump-sum payments instead of wage increases in this round of negotiations, despite hourly wage concessions of $1.40 workers gave earlier to assist the company's financial status.

### Hood Manufacturing put on boycott list

At the request of the Electronic Workers, the AFL-CIO has added Hood Manufacturing Co. of Jackson, Miss., to its national boycott list.

A majority of Hood employees voted three years ago to be represented by IUE, but the company, which manufactures bedroom, dining room and other household furniture, has refused to negotiate with the union.

"All the workers at Hood Furniture want is a fair and reasonable contract," the union said. "This is hardly too much to ask of a company whose employees produced more than $20 million in sales."

Hood workers receive wages that are well under industry standards and many workers can't afford health insurance. Workers also complain of major health and safety violations and likened the conditions at their plant to those at Imperial Foods in Hamlet, N.C., where 25 workers died in September 1991.

The workers plan to distribute "do not buy" leaflets in front of stores selling Hood products.

# Federal Express pilots get new chance for union

By Candice Johnson

Pilots at Federal Express will have another chance to vote on union representation in a rerun election ordered by the National Mediation Board.

The NMB ordered the rerun vote after reviewing and upholding the Air Line Pilots' objections to an August 1991 election.

ALPA lost by just 23 votes under NMB rules, which require a union to win a majority plus one of eligible voters, not just a majority of votes cast. ALPA got 1,112 votes of the 2,279 pilots eligible, with five votes for an unaffiliated union.

NMB agreed that Federal Express "tainted the laboratory conditions" necessary for a fair election by sending more than 50 written communications to employees over a six-month period, misrepresenting ALPA's dues structure and intimating that furloughs would follow a union victory.

ALPA President J. Randolph Babbitt said the union would continue to support the Federal Express pilots "who worked so hard on the original campaign and are still fighting for their rights to organize and bargain."

Pilots need a strong union because "competition in all segments of the air transport industry is fierce, with management always looking for ways to cut costs," Babbitt said. But "a contract and official representation are the first and best lines of defense."

Eric Vartanian, a Federal Express pilot based in Memphis and an organizing committee member, said pilots hope the ALPA campaign will force the carrier to follow some standards "it has not been willing to maintain."

Federal Express's "enlightened policies have been deteriorating," he said, with job security and enhancement some of the key issues in the campaign.

> *"Management is always looking for ways to cut costs . . . A contract and official representation are the first and best lines of defense."*
>
> **— ALPA President J. Randolph Babbitt**

Vartanian noted the effort by some pilots and flight officers to form an independent organization to represent Fed Ex flight crews.

Union supporters originally considered that idea, he said, but turned to ALPA with its six decades of experience because "a local union would have a very difficult time with a multinational corporation like Fed Ex."

"After looking at all the details, we came to recognize that we wouldn't stand a chance," he said.

If two unions are on the ballot, the union receiving the most votes will be certified, as long as the total union vote exceeds 50 percent plus one of eligible voters, the NMB said.

The NMB has scheduled the election, with ballots to be mailed to 2,300 eligible voters beginning Dec. 3. Votes will be tallied Jan. 14.

# For displaced, an opportunity to start over

By Sharolyn A. Rosier

A new program in Richmond, Ind., is helping unemployed workers brush up on their skills while searching for new jobs.

The Alliance for Work Force Development "is a model of lifelong education," said Emma Farrington, AFL-CIO community services liaison to the United Way of White Water Valley. "We can no longer get a diploma or degree and then quit learning because technology is running ahead of us."

The program, funded by a three-year $180,000 grant from the Indiana Association of United Ways' Giant Step Initiative, includes an existing Displaced Worker Program as well as training programs and courses in higher education. It is a collaborative effort of the Office of Business and Industry Training at Indiana Vocational Technical College and the Division of Continuing Studies at Indiana University East.

"This program is a much needed additional resource and service provider to dislocated workers in the Richmond community," said Lynn Minick, director of the Indiana State AFL-CIO Labor Institute for Training.

Expanded with a grant from the Tom Raper Foundation, the alliance helps workers in crisis who have lost jobs. It pools resources of existing programs for improving the work force, helping industry and business improve the skills of their workers.

Those out of work because of layoffs, downsizing and plant closings are given the skills and information they need to conduct an effective search for employment in today's job market, according to organizers. Workers receive information on retraining, educational opportunities and the changing of careers.

Richmond (Ind.) Paladium-Item

**AFL-CIO Community Services** liaison Emma Farrington sits in on a class to help displaced workers develop job search and workplace skills.

Recent layoffs of 1,200 UAW Local 721 members at Wayne Corp. in Wayne County points to the need for such a program.

Since unemployment has been soaring in this area for the past few years, the program "can help our members obtain the necessary skills for a tough job market," said Local 721 President Dennis Smith.

Wayne Corp., the oldest school bus manufacturer in the United States, filed for bankruptcy protection Aug. 15.

The alliance extends to Wayne, Union, Randolph, Fayette, Henry, Franklin and Rush counties and is staffed by the United Way with coordination by Farrington. Services include:

- Academic skills assessment to determine levels of current skills.
- Basic workplace skills development in areas such as math, English, reading, computer literacy and supervisory/management development.
- Custom-designed training and professional development programs to help workers meet the needs of business and industry.
- Career development skills like career exploration, resume writing, interviewing and job search strategies.
- Job development strategies to improve opportunities in the work force by helping identify and match employer needs with skilled people in the work force.

Henry Merrill, IU East continuing studies director, said people need more math and computer-related skills to keep up with technology and more communication skills to keep up with today's work environment.

# UAW, Navistar agree to talk on pensions

The UAW and Navistar International Corp. have agreed to negotiations to resolve issues affecting benefits for active and retired workers.

The company announced Oct. 16 it had withdrawn from federal district court its petition seeking permission to cut health benefits for about 40,000 retirees.

In addition, all parties involved in a related suit — the UAW, the Machinists, an unaffiliated union and the company — agreed to stay a related lawsuit, Shy vs. Navistar, seeking to protect health benefits of salaried and hourly Navistar retirees.

Navistar has agreed not to pursue any benefit changes for eligible retirees or dependents during the discussions with the union.

"We're pleased that, in withdrawing the litigation it initiated seeking the right to terminate or modify health care benefits for its retirees, Navistar recognized that its very real problems can't be solved by such unilateral actions," said UAW Secretary-Treasurer Bill Casstevens, who heads the union's Navistar Department.

The Chicago-based company filed suit in July asking for legal clearance to shift $90 million in health-care costs by having future retirees pay annual deductibles of about $1,400 and other costs. Current retirees would have paid about $330 a year.

Navistar, the successor to International Harvester, is the nation's leading maker of medium and heavy trucks. The company has argued that rising health care costs are affecting its solvency and it needs the cuts to remain competitive.

The UAW says that Navistar has a ratio of three retirees for each active worker, while the industry average is less than 1-to-1. But the union is in a better position than the courts to help, Casstevens said.

"Balancing the needs of the workers along with those of the company and its shareowners is what the collective bargaining process is for, and that's how we intend to use it," he said.

The UAW has hired an independent investment banker to access company financial records and determine the extent of Navistar's financial problems. Casstevens said the union and the company would work toward resolving the problem before the end of the year.

# Minnesota striker replacement ban overturned

A federal judge in Minnesota struck down the state's ban on hiring "permanent replacements" for striking workers.

The law was passed by the state legislature in 1991 as a measure that would reduce picket line violence. Republican Gov. Arne Carlson vetoed the measure, but it became law when the veto was ruled invalid by the Minnesota Supreme Court.

The law had been upheld as constitutional in February, when Ramsey County Judge Lawrence Cohen ruled that the state has a legitimate interest in promoting peace on the picket line.

But Minneapolis U.S. District Judge James M. Rosenbaum said the law was pre-empted by federal labor law, which allows employers to hire "permanent replacements" during a strike. The court said while it understood why the state was concerned about problems on the picket line, it could not uphold the means by which the state tried to address the issue.

"We hope the federal judge's decision will be rendered moot on Nov. 3 with the election of Bill Clinton," said state federation President Bernard Brommer, referring to the Democratic presidential candidate's promise to sign federal legislation to outlaw "permanent replacements."

The case stems from negotiations last summer between Northern Hydraulics and its 130 Steelworker employees. The company said its bargaining position was weakened by the inability to threaten to replace strikers.

In response, David Foster, director of the Steelworkers District 33, said "the threat of firing workers...as a bargaining tactic seems to me to be one of the grossest forms of unfair bargaining practices."

The state federation has not yet decided if it will appeal.

Steve Kagan/IBT

**Teamsters warn** Godiva chocolate buyers in Chicago that nuts used in candies may be wormy or moldy.

# Diamond Walnut campaign grows

**By James B. Parks**

The Teamsters continue to expand their campaign for justice at Diamond Walnut Growers Inc., picking up more community and international support.

The union distributed more than 20,000 leaflets Oct. 20 to consumers at Godiva Chocolates retail outlets in 20 U.S. cities and Brussels, Belgium, in an effort to get Godiva to stop buying Diamond walnuts.

Godiva candies sold in the United States are made in Pennsylvania with California walnuts processed by Diamond. Godiva is owned by Campbell Soup Co.

The leaflets warned shoppers of quality control problems such as worms, mold and insect damage in batches of nuts processed by inexperienced workers since IBT members were forced out on strike.

"Diamond Walnut has tried to throw its workers out like used-up walnut shells," said IBT President Ron Carey. "But the whole community is standing with these workers. We're telling the company that corporate greed doesn't sell any more."

On Sept. 4, 1991, more than 500 IBT members walked out after the company refused to live up to five years of promises. In 1986, the workers had agreed to a 30 percent wage cut to save the company from bankruptcy, and in 1991 union negotiators were seeking to catch up, said Alex Ybarrolaza, boycott coordinator for IBT Local 601.

During that five-year period, the company grew into a Fortune 500 multinational. While company profits rose dramatically, workers lost almost 600 jobs.

Approximately 70 percent of Diamond Walnut's striking workers are female, 50 percent Hispanic, 15 percent black and 15 percent Indian or Pakistani. Some 40 percent are single mothers. When they struck, they were "permanently replaced" by a group of predominantly young white men.

Community, religious, civic, labor, agricultural and consumer groups have urged the company to rehire the workers and negotiate a fair contract.

The leafletting is part of the expanding international corporate campaign against the company. Great Britain's Transport and General Workers Union announced its support of an international boycott of Diamond walnuts. About 40 percent of Diamond Walnut's sales are in European exports.

"What has happened at Diamond Walnut is a classic example of workers showing goodwill and making concessions for years to help their company grow, and then being forced onto the street when Diamond Walnut feels it can keep going without them," said TGWU General Secretary Bill Morris.

French farmers also are backing the boycott because Diamond benefits from overseas marketing and promotion subsidies provided by the U.S. government.

Carey also unveiled a holiday season public service advertising campaign to urge consumers not to buy Diamond walnuts. The ad, headlined "This Holiday Season, Skip the Nutcracker," will air in the United States and Europe.

Meanwhile, the National Labor Relations Board has impounded ballots cast in the second part of a bifurcated election at Diamond Walnut. The action came after the IBT filed additional unfair labor practice charges against the company.

Of the 725 ballots cast Oct. 8-9 by scab workers, the union challenged 716. Most of the challenges alleged that the employees were temporary, seasonal employees and therefore not eligible to vote.

The union had sought a certification vote to pre-empt efforts to eliminate the union. An overwhelming number of the more than 450 eligible workers backed the union on Aug. 11. The company has challenged 213 votes.

By requesting the vote before the strike was a year old, Ybarrolaza said, the union could prevent the scabs from filing and passing a decertification petition. But the NLRB ordered the bifurcated election.

# ACTWU gains two-year pact at N.C. plants

Employees at three manufacturing plants in North Carolina approved a new two-year contract that includes an employee stock ownership plan, improvements in the health plan and wage increases.

Some 2,400 Clothing and Textile Workers in the Cone Mills Corp.'s Greensboro, Haw River and Salisbury plants overwhelmingly ratified the new contract.

ACTWU said the significant change in the contract centered on the employee stock ownership plan. Employees had been trying to get ESOP funds for the past two years.

The workers also were successful in creating a special section of a 401(k) plan through which they can receive common stock and have the option of transferring some or all of their surplus ESOP funds.

"It's a significant settlement in terms of employee benefits," said Michael Zucker, ACTWU national field director.

Employees gained an expanded health care plan that includes mammograms and Pap tests as covered expenses, a reduction in the employee co-payment for mail-order generic prescription drugs and an increase in the co-payment for brand-name drugs, as well as a new provision to review doctor and hospital charges that permits employees to recover half of any overcharges for medical services not received.

Hourly employees will receive a 4 percent wage increase over the term of the contract, which also includes a one-time bonus of between $200 and $500 for all current hourly employees who participate in the 401(k) plan.

Cone Mills Corp. is the largest denim manufacturer in the world. The company employs about 7,800 workers overall at 12 plants.

Meanwhile, the National Labor Relations Board announced that a count of challenged ballots showed that ACTWU did not have enough votes to represent 7,000 workers at Fieldcrest Cannon plants in the state. However, an NLRB administrative judge is continuing hearings on the union's claim of unfair labor practice charges against the company.

# Grape boycott expanded to Asia, key U.S. market centers

**By Rochelle Tillery**

The Farm Workers have expanded and focused their California table grape boycott in the three largest grape markets in the world — including Asia, where UFW President Cesar Chavez traveled in September to explain the union's case.

"The pesticides being used are poisoning us and our children," Chavez said in announcing the campaign in Los Angeles, New York and Hong Kong. "The boycott will force grape prices down and force growers to address the pesticide issues."

In California, more restricted-use pesticides are applied to grapes than to any other fresh food crop, Chavez said. Many pesticides are known to cause cancer and birth defects.

The expanded grape boycott was approved Sept. 6 by the UFW convention in Delano, Calif. Chavez emphasized to the delegates that successful boycotts will be key to winning union contracts that provide regular wage increases, fair treatment, good benefits and pesticide regulation.

The New York campaign to boycott the California grapes was launched in early October, with Farm Workers from the Coachella Valley, Salinas and San Joaquin Valley joined by other union workers and volunteers in handbilling major traffic areas like Times Square, Penn Station and Washington Square.

The international leg of the campaign began soon after the convention, when Chavez toured three Asian cities Sept. 14-26, distributing literature about the boycott and meeting with labor, religious and environmental groups in Hong Kong, Taiwan and Singapore.

California growers have been marketing grapes abroad to make up for the reduction in U.S. sales due to the boycott, said UFW Vice President David Martinez.

More than 3.6 million boxes of California grapes are sold annually in Hong Kong, Taiwan and Singapore alone.

## Push for holiday season

"If 9 percent to 10 percent of Hong Kong and Taiwan consumers stop eating grapes, profits would be seriously hurt," said Martinez, who pointed out that the upcoming holidays are the primary marketing season for grapes.

Martinez, who accompanied Chavez to the Far East, said that more than 40 Asian groups have pledge to support the UFW's efforts, including publicizing the problem and organizing protests and rallies.

"Zheng Yuanfang, president of the Taiwanese Global Village Environmental Protection Network, was instrumental in organizing Chavez's trip, and rallying support for the boycott and the pesticide education campaign," Martinez said.

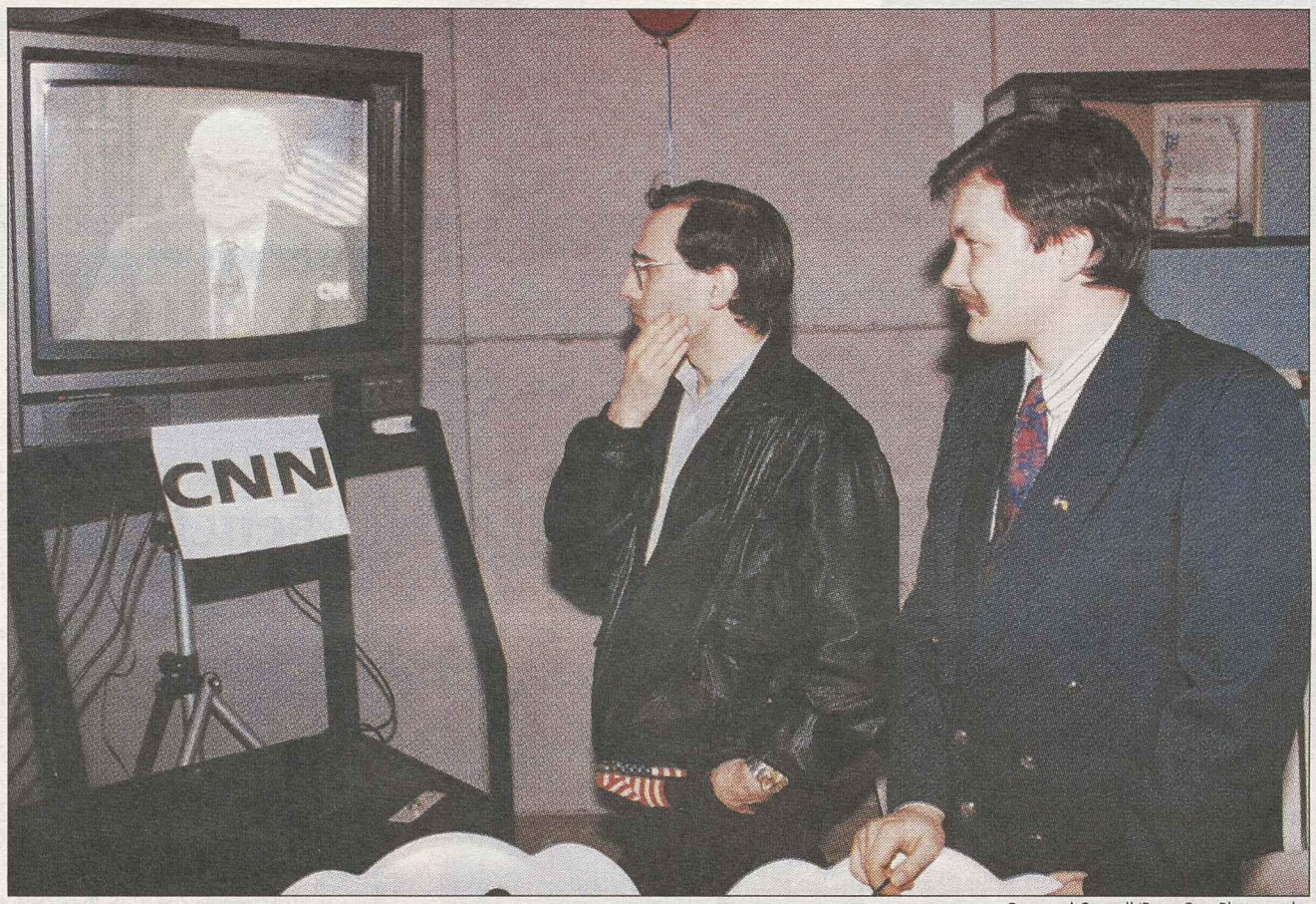
Taiwanese officials last year banned California grapes after the cancer-causing pesticide captan, which is banned in Taiwan, was found on more than 40 percent of the produce imported into Taiwan.

In Los Angeles, the largest grape market, UFW has continued to urge grocers not to advertise or promote grapes.

"We want them to remain neutral on the grape issue," said Jocelyn Sherman, UFW public relations director. "If they don't advertise, then sales will not be as high and add more pressure to growers to address pesticide and other worker issues."

Earlier this summer, a walkout by workers in the Coachella Valley succeeded in gaining their first wage increase in eight years, a victory that has encouraged other workers.

Besides captan, the pesticides used by California grape growers include dinoseb, methyl bromide, phosdrin and parathion. All are known carcinogens.




Raymond Crowell/Page One Photography

**Russian** Ilya Shablinski and Ukrainian Vyacheslav Pikhovshek watch U.S. election returns.

# Ukraine, Russia union battles differ

## *Ukrainians fight to be recognized*

**By Michael Byrne**

While free trade unionists are part of the Democratic reform process in the Russian republic, their counterparts in Ukraine are having to fight tooth and nail for workers' rights.

Despite a hostile regime in Ukraine, however, free unions are growing rapidly, giving the Ukrainian people an alternative to the old ways of the reconstructed Communists, said Vyacheslav Pikhovshek of Kiev's Trade Union Information Service.

Pikhovshek was touring the United States with Ilya Shablinski, founder of the Moscow Workers Club and a member of the constitutional commission of the Russian Parliament. They reflected on the very different struggles of the independent trade unionists in the two republics of the former Soviet Union.

The Russian constitutional commission, which Shablinski said he hopes can complete its work by March or April of next year, is working from a draft that includes the right to organize independent unions, the right to strike and a prohibition against government interference in union affairs.

"Our biggest problem is that the old-line unions, created by the former communist government, are still entrenched in power," Shablinski said. "The free trade unions now only represent about 10 percent of the workers, but we are more active."

The longstanding organizational, financial and technological support from the AFL-CIO was critical during the pivotal years of 1990 and 1991, Shablinski said. "The AFL-CIO was one of the few Western labor organizations that refused to recognize the old communist unions, that insisted that Russian workers be represented by free and democratic unions."

Russia's rapid conversion to a market economy has meant suffering for workers and their families, Shablinski said, and union members now are most concerned about gaining better wages and job security. "We are working on the tripartite structure — with labor, government and industry — so that we can bargain effectively."

In Ukraine, however, "we do not yet have a bargaining potential," Pikhovshek said. "The government in power retained power, just changed its name from communist to nationalist. The independent unions were not recognized by the power structure."

Pikhovshek compared the rising Ukraine trade union movement to that of Poland's Solidarnosc a decade ago, when collective action by workers became the voice of the people, forcing the government to recognize and to bargain with the independent union.

An example of that potential came Sept. 2-3, when the mining and transportation unions forced the hand of the Ukrainian government with a massive strike, which the Russian Shablinski called "a very significant event in the development of trade unions in the republics."

As a result of the strike, the Ukrainian government agreed to extend the republic's general trade union agreement to the independent unions as well as the official unions, settling "professional" issues such as health and social benefits and work rules.

But the Ukrainian government also passed a harsh no-strike rule and made it retroactive to before the strike, harassing the strikers and making them liable to court damages.

Pikhovshek said the independent unions would continue their struggle in the courts and other avenues, including fasts and other demonstrations to call attention to the injustice in the system. "We are growing because the people recognize we are an alternative — a real democratic alternative — to the old ways," he said.

During their visit to the United States, Pikhovshek and Shablinski were hoping to develop closer ties with individual unions, leading to union-to-union training programs and other assistance. In Toledo, Ohio, they visited with the staff of the UAW Chrysler Ohio Training Center.

They also observed U.S. labor's efforts in the political campaign, attending a rally and a get-out-the-vote drive in New York, sponsored by the AFT.

# USWA wins battle with CitiSteel USA

## *China-owned firm told to bargain*

The Steelworkers won a major victory in a long quest for justice for former members now working at CitiSteel USA when an administrative judge ordered the company to recognize the union.

National Labor Relations Board Administrative Law Judge William F. Jacobs on Oct. 13 ordered CitiSteel to recognize the USWA as bargaining agent for employees at its Claymont, Del., plant and to bargain with the union on a contract covering production, maintenance, clerical and technical employees.

"Once again, the NLRB has vindicated the Steelworkers' charge that CitiSteel systematically discriminated against the union and our members," said John H. Reck, director of USWA District 7. "For nearly four years, our union has never wavered in its battle against this company's anti-union stance, and we won't let up until CitiSteel workers have a USWA contract."

"These years of litigation have harmed every party in the dispute," said USWA staff representative Norman Hayman. "Our union now looks forward to negotiating a fair contract and helping CitiSteel become a prosperous employer of our members."

CitiSteel, which is owned by the Chinese government, said it would appeal the decision. It bought the plant from Phoenix Steel in June 1988 after Phoenix had closed the plant in March 1987, putting 600 workers out of work. CitiSteel restarted the plant and now employs 275 workers.

The union filed unfair labor practice charges against CitiSteel in February 1989, after the company reneged on a commitment to hire former Phoenix workers. The company also refused to recognize the union or meet to discuss the hiring practices.

The NLRB issued a complaint in May 1991, charging that CitiSteel rejected applications from former Phoenix workers because of their union activity. The complaint also said that, as the successor to Phoenix, CitiSteel was obligated to recognize the USWA as bargaining agent.

Last January, in a partial response to the USWA and NLRB charges, CitiSteel agreed to pay $730,000 to 117 former Phoenix workers who were denied jobs and to offer new jobs to 23 former workers.

# British TUC focuses on jobs in fight to turn anti-union tide

**Blackpool, England**

Britain's Trades Union Congress, ailing from more than a decade of anti-union Conservative government, focused on the need for full employment during its annual conference Sept. 7-11.

"We must assert that unemployment is not the price we pay for getting the economy right," said TUC General Secretary Norman Willis. "It is the price we pay for having got it wrong."

Since the Tories came to power in 1979, TUC has seen both its membership and influence decline as the government enacted legislation inhibiting the right to call a strike and limiting picketing rights. The difficulties faced by workers and their unions were evident in such major industrial confrontations of the 1980s as the coal miners strike in 1984-85 and the News International newspaper strike in 1986-87.

Over the past 10 years, union membership in Britain has dropped from 12 million to 7.5 million, and the percentage of workers represented by unions has decreased from 53 percent to less than 40 percent. As in the United States, employers have been particularly intent on reducing union membership in the private sector.

TUC this year invited the head of the country's principal employer group to address the conference for the first time. Howard Davies, director general of the Confederation of British Industry, was heckled by some when he suggested that increases in public-sector pay be tied to gains in productivity.

Public service unions released a confidential government document suggesting that up to 50,000 jobs could be at risk from civil service privatization. Leaders of transportation unions promised to resist the government's plan to privatize British Rail.

The TUC leadership won support for its endorsement of greater political and economic union within the European Community. While organized labor in Britain often has been suspicious of European integration, British unions have found more official sympathy for workers' rights in Brussels than in London.

The 900 delegates voted to readmit the electricians union, which was expelled from the federation in 1988 for poaching members from other unions. The conference also agreed to oppose expected government legislation aimed at curtailing automatic check-off for union dues.

# ECONOMY

# Union edge clear as wage hikes slow down

By John R. Oravec

With the economy still sputtering in recession, wages and benefits for workers in private industry rose 3.5 percent over the year ended in September, their smallest increase since 1987.

The rise in wages and salaries was even smaller, the Bureau of Labor Statistics said, edging up just 2.7 percent for the lowest gain since the government began collecting data for its Employment Cost Index (ECI) in 1981.

Despite the overall weakness, union workers fared better in pay and benefit improvements. Their total compensation — wages, salaries and benefits — advanced 4.6 percent, compared with 3.1 percent for non-union workers.

At the same time, BLS said the pay of union workers grew by 3.4 percent over the 12-month period while employers held the pay gains of non-union workers to 2.5 percent — not enough to keep pace with the rate of inflation.

Overall pay and benefit increases of 3.4 percent slowed in the third quarter from 3.7 percent growth rate in the second quarter, BLS reported.

The ECI data showed that benefit costs for employers rose 5.2 percent in the third quarter, compared with a 5.5 percent over-the-year increase in the second quarter.

Benefit costs account for about a quarter of the total compensation for non-union workers and as much as a third for union workers with their superior benefits.

Total compensation for state and local government employees rose an average of 3.5 percent over the 12-month span, up from the 3.3 percent posted at the end of the second quarter.

Most of the public-sector gains reflected benefit increases, mainly higher health insurance rates.

In the private sector, the smallest gains in total compensation were for workers in sales, 1.8 percent, and executive/administrative jobs, 2.2 percent.

For blue-collar workers, the increases ranged from 3.4 percent for production, craft and repair workers to 4.1 percent for machine operators, assemblers and inspectors.

Workers in service industries had the biggest increases in compensation over the year, including gains of 4.6 percent for health care and 4.7 for business services. But workers in finance, insurance and real estate had some of the smallest gains at 1.3 percent.

### Union contract gains

In a separate report, BLS said major union contract settlements reached during the third quarter of 1992 brought slightly higher wage gains than in the contracts they replaced.

The new pay gains average 3.0 percent in the first year of the agreements and 3.1 percent annually over the term. Under the old contracts, negotiated in 1989 or 1990, the average first-year gain was 3.0 percent and 2.8 percent over the length of the term.

The BLS wage rates in the major settlements, each covering 1,000 workers or more, do not include the value of lump-sum payments, cost-of-living adjustments, nor benefits.

AFL-CIO economist John Zalusky said union-negotiated benefits in the third quarter settlements could add at least another 1 percent more to the annual value of the average contract.

"Over the year, that translates into hundreds of dollars worth of paid leave time, health insurance coverage, pension credits and other employer-paid benefits for each union worker," Zalusky noted.

"The monetary return on a union card is about 18 times the average cost of union dues," he said.

Workers under the third quarter settlements accounted for 36 percent of the 1.6 million employers covered by the 361 contracts ratified in the 12 months ended Sept. 30.

During the third quarter, 91 contracts covering 585,000 workers were concluded. Settlements in the telephone communications and construction industries accounted for most of the workers, BLS said.

Fourteen agreements for 45,000 workers provided for lump-sum payments and COLAs were added in three contracts for 4,000 workers.

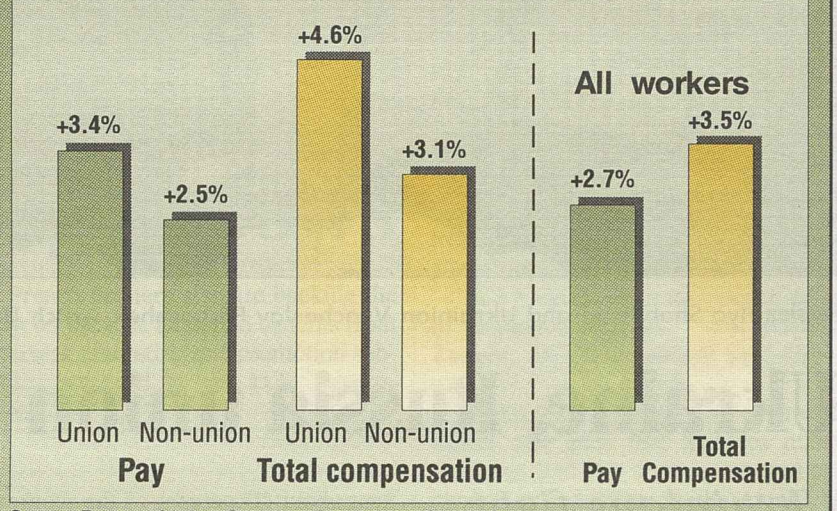
Lump-sum clauses were dropped in 62 agreements for 357,000 workers and COLAs were discontinued in 14 contracts for 148,000 workers, the BLS data showed.

In about one third of the contracts for 5,000 workers or more, COLA clauses and bonuses are linked to company profit performances. Potential payments under those provisions are not covered in the BLS series.

## Significant statistics

### Workers' pay and benefits

Percent increase for the year ended September 1992




Source: Bureau of Labor Statistics, Employment Cost Index

Although the economy is still in the grips of the recession, union workers saw their pay and benefits grow 4.6 percent over the 12 months ended in September, according to the government's Employment Cost Index. Total compensation for non-union workers crept up just 3.1 percent, not enough to keep pace with the rate of inflation.

| | |
|---|---|
| **Leading indicators** September | -0.3 percent |
| **Durable goods orders** September | -0.1 percent |
| **Gross domestic product** 3rd quarter 1992 | +2.7 percent |
| **New construction spending** September | +1.3 percent |
| **New home sales** September | -1.0 percent |
| **Existing home sales** September | -0.9 percent |

AFL-CIO NEWSGRAFIC

# Leading indicators lag, confirming recovery a long way off

A series of negative economic reports tempered news that the Gross Domestic Product picked up at an annual rate of 2.7 percent in the third quarter, showing that the nation has yet to recover from 29 months of the Bush recession.

- The government's index of leading economic indicators slipped 0.3 percent in September, the second drop in succession and the third in the last four months.
- Orders for durable goods fell 0.1 percent in September, the third consecutive decline and fourth drop in five months. And although overall factory orders rose 1.1 percent from August, they were $2.9 billion behind the July mark of $242.3 billion.
- Sales of both new houses and existing homes declined in September.
- Consumer confidence in the economy slipped in October for the fourth straight month.
- After tapering off over a three-week period, initial claims for jobless benefits climbed to 375,000 in the week ended Oct. 17.

The Commerce Department reported that the third quarter GDP upturn was generated by consumer spending, defense outlays and inventory buildup. But net exports dropped.

The department's Bureau of Economic Analysis said personal expenditures increased $27.6 billion, or 3.4 percent, after dipping 0.7 percent in the second quarter. Defense purchases rose 6.9 percent, or $4.4 billion, after slipping 5.2 percent in the second quarter.

Businesses increased their inventories by $14.7 billion while final sales of domestic product increased $25.2 billion. However, the net exports of goods and services decreased $7.6 billion after falling $22.6 billion in the second quarter.

Analysts warned that even the 2.7 percent pickup in the GDP was too weak to generate enough economic steam to spur needed job creation.

On Election Day, the Commerce Department reported the 0.3 percent drop in the index of leading economic indicators. Six of the 11 indicators pointed down in September. The back-to-back monthly declines raised concerns about recovery. Historically, when the index falls three months in a row, the economy slows down later — usually three to nine months later.

The Labor Department said that in addition to an increase of 8,000 new filings for state unemployment insurance in mid-October, to 375,000, another 21,400 workers filed initial claims under the Emergency Unemployment Compensation program for the long-term jobless.

Analysts are not looking to the slight September upturn in factory orders — particularly with the 2.3 percent gain in non-durable orders — as a sign that manufacturing employment will pick up. Factory orders had fallen 2.2 percent in August and 0.9 percent in July, the Commerce Department said.

Unfilled orders continued to decline for the 13th straight month while there was no indication that manufacturers are hiring more workers or recalling workers laid off in recent months.

Last month, the Labor Department reported that 26,000 factory jobs were lost in September, raising the number of manufacturing job losses over the year to nearly 300,000. The unemployment rate in manufacturing climbed to 8.1 percent in September while depressed housing sales led to an increase in construction unemployment to 17.5 percent.

### Social Security COLA

Starting in January, Social Security recipients will receive a 3 percent increase in monthly benefits, the smallest cost-of-living adjustment in six years.

The COLA reflects the rise in the consumer price index over the year during the third quarter. The average retired worker will receive a $19 increase to bring the monthly benefit to $653. For the average retired couple, the increase will be $32 to $1,106 a month, the Social Security Administration said.

At the same time, the government announced that the monthly Medicare premium for senior citizens would rise to $36.60 from $31.80. The premium buys health insurance to cover doctors' services under Part B of Medicare, a voluntary plan that has some 33 million people enrolled.

— John R. Oravec

## Newsmakers

Unions expressed optimism following the recent management shakeup at General Motors Corp. ''We hope the announcement will permit all involved at General Motors to now truly focus on solving the many problems faced by the corporation free from rumors, speculation and management upheaval,'' said UAW President **Owen Bieber** and Vice President **Stephen P. Yokich,** director of UAW's GM Department. ''We have indeed made some new beginnings with CEO **Jack Smith** and his team and look forward to building a constructive, problem-solving relationship.'' **Ron Gilvin,** chairman of the Electronic Workers/GM Conference Board, said, ''IUE has a long history of working with GM, and we are willing to work with new leadership. But we must do whatever we can to protect the jobs and living standards of our members.''

Seafarers Secretary-Treasurer **John Fay** was elected vice chairman of the Seafarers Section Conference of the London-based International Transport Workers Federation. Fay will replace **Shannon Wall,** former president of the National Maritime Union, who recently resigned.

**Steve Burrow** has been named executive director of the New York local of the Television and Radio Artists. Burrow served as assistant executive director and counsel for the local since 1989. He replaces **Helayne Antler,** who resigned last summer to become vice president of legal affairs of the Alliance of Motion Picture and Television Producers.

In a letter to a Florida state attorney, **Matt Finucane,** executive director of the Asian Pacific American Labor Alliance, urged full prosecution of the individuals involved in the brutal beating and murder of **Luyen Phan Nguyen,** a 19-year-old pre-med student. APALA is coordinating follow-up efforts with the National Network Against Anti-Asian Violence. Shortly after Finucane sent the letter, one of the people involved in the deadly attack on Nguyen was found guilty of second-degree murder in the case.

Ken Hopton/Coatesville Daily Record

**Hillary Clinton,** with Sen. Harris Wofford (D-Pa.) behind her, displays a T-shirt given to her by Steelworkers in Coatesville, Pa., during a Clinton-Gore bus trip. The new first lady is expected to continue as an effective spokesperson for children, which she has done through her work with the Children's Defense Fund.

### AWARDS

The Union MasterCard Scholarship Program is expanding for its second year, with $100,000 in awards available to students in 1993. Applications are available from international union offices and are due back by March 15, 1993. To qualify, applicants must be attending or admitted to an accredited university, college, community college, trade school or technical school by June 30, 1993. Graduate students are not eligible. In 1992, the program awarded $79,000 in one-time cash grants of between $1,000 and $4,000 to 43 scholarship recipients representing 17 unions. At least one year of good-standing membership in the union is required for a member, spouse or child of that member to apply. Members need not be Union MasterCard carriers in order to qualify. Scholarships will be awarded on the basis of academic achievement and potential, character, leadership abilities, social awareness, career goals and financial need.

## Resources

### CONFERENCES

**The Union Competitive Advantage,** a seminar sponsored by Cornell University New York State School of Industrial and Labor Relations, examines how unionization is an asset not only to employees, but to employers as well. The course will be held Nov. 16-18 and Dec. 7-9. Cost is $650 a person. To register contact Shannon Armstrong at 607/255-2125.

### PUBLICATIONS

**Immigration 2000: The Century of New American Sweatshop** addresses the disproportionate impact of immigrants on minority citizens, displacement of American workers and wage depression, the purpose of immigration law, and the labor shortage myth. Contact the Federation for American Immigration Reform (FAIR) at 202/328-7004 or write 1666 Connecticut Avenue, N.W., Suite 400, Washington, D.C. 20009.

**The New Labor Press: Journalism for a Changing Union Movement** provides an insiders' view of creating effective trade union journalism. Paper copies cost $16.95 and cloth copies cost $38.00, plus $2.50 for postage and handling of first book, 50 cents for each additional book. Send check to ILR Press, Cornell University, Ithaca, NY 14853-3901.

The following are new **AFL-CIO Reviews the Issues** papers describing economic conditions affecting pay and work in America. To obtain copies call the Economic Research Department (202) 637-5000:

**The Rich Get Richer . . .** details the worsening income distribution over the last decade where wealthy made huge gains and others fell behind. (Report No. 62)

**Executive Pay Up in 1991 — Reforms Needed** describes the quadrupling of executive pay over the past decade and the new Securities and Exchange Commission requirements. (Report No. 63)

**Hispanic Workers: Underutilized National Resources** describes the economic condition of Hispanic workers in America today and the union advantage for those who join. (Report No. 64)

# Disneyland unions ratify master agreement

**Anaheim, Calif.**

Members of five unions have ratified a new three-year master agreement covering 3,000 workers at Disneyland.

The agreement was approved Oct. 2 in a mail ballot referendum for Food and Commercial Workers Local 324, Service Employees Local 399, Teamsters Local 495, Hotel Employees and Restaurant Employees Local 681 and Bakery, Tobacco and Confectionery Workers Local 83.

The contract, ratified 1,226-841, calls for a 30-cent hourly increase effective upon ratification, with a 31-cent raise in September 1993 and a 36.5-cent increase in 1994. Certain over-scale employees will receive lump sum payments instead.

A new provision allows employees to work four 10-hour days per week. New language also permits workers represented by one union to be temporarily assigned to a job in a classification covered by another union.

The contract also establishes a drug and alcohol abuse policy that allows the company to test workers in accident situations or when it appears that the employee is under the influence. The purpose of the policy is to encourage employees to use the employee assistance plan, the unions said.

This was the second time the workers voted on a contract after a rejection in less than a month ago, said UFCW bargaining committee member Paul Schwager. With the earlier rejection attributed to low turnout, the unions accepted the suggestion of a federal mediator urged to resubmit the package, but this time for a mail-in vote.

# BCT, Nabisco agree to new 4-year contract

Members of the Bakery, Confectionery and Tobacco Workers at the Nabisco Biscuit Co. have agreed to a new four-year contract that improves wages and pension and establishes a new health care program and 401(k) plan.

The agreement, effective Aug. 27, increases wages by $1.70 over the four years in annual increments of 10 cents, 50 cents, 50 cents and 60 cents, effective on Sept. 1 of each year.

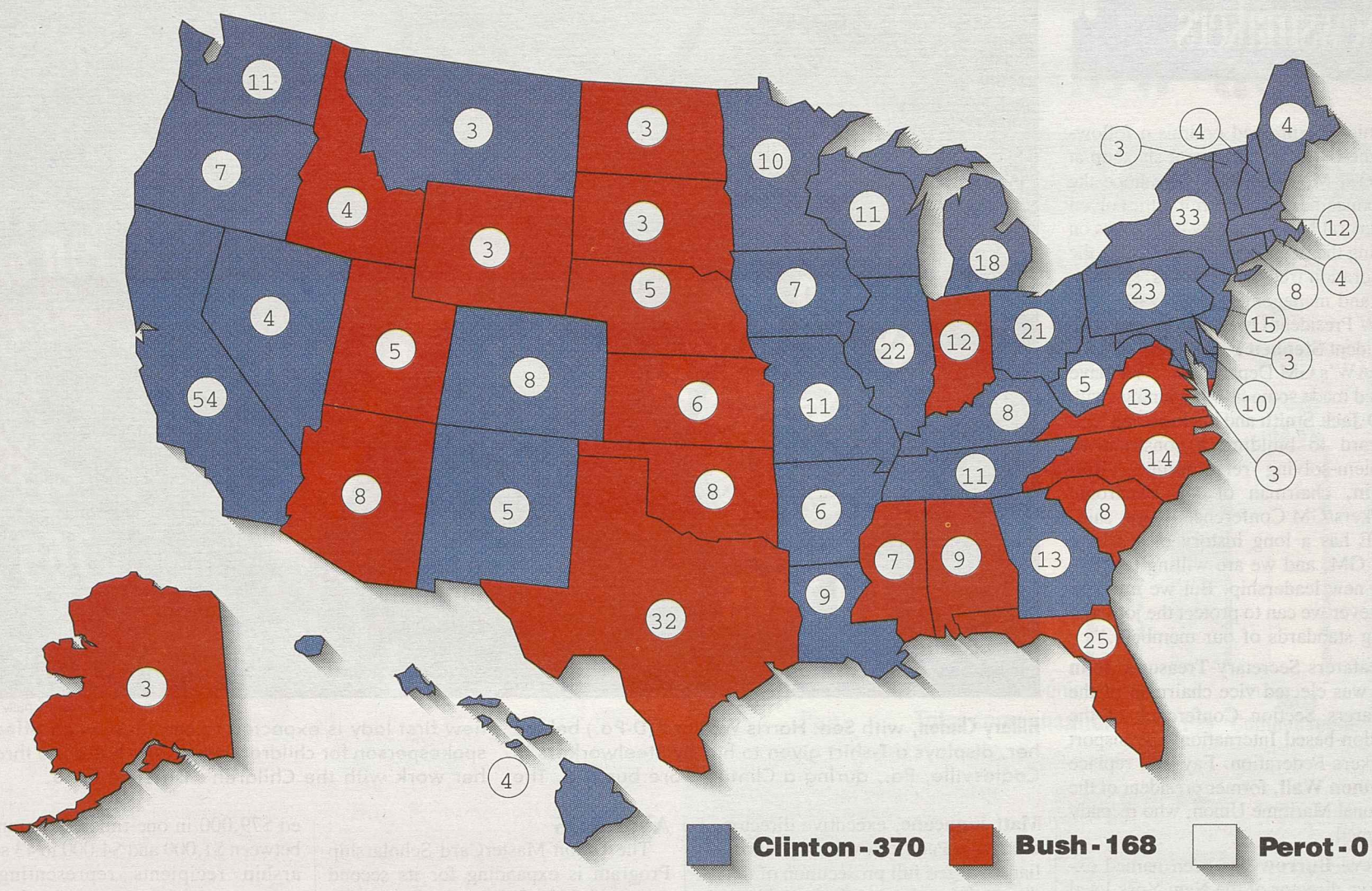
The union and Nabisco agreed to jointly begin a network managed care plan for health care benefits beginning 1994.

With the savings from the new health plan, the company will match employee 401(k) plan savings up to 25 percent of the first 6 percent of employee savings.

Nabisco will increase its daily contribution to the BCT Union and Industry International Pension Fund to provide the $850 monthly benefit level, effective Aug. 1, 1993. The monthly benefit will rise to $900 on Feb. 1, 1994; to $950 on Jan. 1, 1995, and to $1,000 on Jan. 1, 1996.

The agreement covers Nabisco plants in Pittsburgh; Denver; Atlanta; Buffalo, N.Y.; Houston; Chicago; Philadelphia; Portland, Ore; Richmond, Va.; Oakland, Calif.; Buena Park, Calif.; Niagara Falls, N.Y. and Fair Lawn, N.J.

# Final electoral votes

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NOVEMBER 9, 1992

AFL-CIO NEWS

# INSIDE


**1** ***Labor gets out vote for Clinton***

On Election Day, the union vote made a difference in several key states, contributing to the 370-vote electoral landslide for Democrats Bill Clinton and Al Gore.

**2** ***Press unions talk with new owners***

Unions representing the locked-out workers at the Pittsburgh Press met with the newspaper's possible new owners to seek a contract that would end the five-month conflict.

**10** ***Union rally draws 'line in the sand'***

Workers at the Frontier Hotel in Las Vegas, who have been on strike for more than a year, will be joined by thousands of supporters at a solidarity rally set for Dec. 5.

**1** ***Bush plays politics with union jobs***

Hoping for some last-minute help on Election Day, President Bush caved in to the Associated Builders and Contractors and signed an executive order barring union project agreements.

**4** ***Unionists keeping heat on NAFTA***

Union rallies in Milwaukee, San Diego and around the country keep the spotlight on labor's opposition to George Bush's version of a North American Free Trade Agreement.

**11** ***ALPA gains rerun at Federal Express***

Federal Express pilots will have another round to cast their votes for union representation in a rerun election ordered because of the carrier's illegal interference.


UNION YES

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LABORITE

The new season at the George Meany center is highlighted in special section. See pages 5-8.

# AFL-CIO NEWS

VOLUME 37, NUMBER 24 NOVEMBER 23, 1992

Los Angeles Times photo

**Labor solidarity** helped drywallers persevere through six-month strike to win union representation and a new contract.

# Union empowers Latino drywallers

By Sharolyn A. Rosier

More than 4,000 independent drywallers capped an intense six-month campaign by winning another breakthrough for the Mexican-American workers of Southern California.

"If breaking the PATCO strike set the pattern for labor relations during the Reagan-Bush era, this strike could well be the model for labor's comeback during a Clinton-Gore administration," said Carpenters President Sigurd Lucassen.

What began as a defiant cry of "enough is enough" ended with union representation and a new contract that vastly improves their pay and provides their first health benefits.

They were sustained during the six-month strike by the entire Los Angeles labor movement, including the California Immigrant Workers Association, an AFL-CIO associate membership program in the area.

AFL-CIO President Lane Kirkland said the "victory contrasts with years past when calculated employer campaigns set worker against worker in pursuit of a low-income, 'union-free' environment."

Heavily unionized since the 1950s, southern California's residential market became largely non-union during the early 1980s. The industry soon attracted hundreds of Mexicans fleeing the poverty of rural Mexico.

Why workers once used to bust unions would themselves mount a dramatic movement for unionization was summed up in the words of one drywaller, quoted in the Los Angeles Times: "I used to make $700 a week working Monday to Friday. Now, to make $250, you have to work at least six days."

The workers issued the call for a union and began the strike June 1. Carpenters Local 2361 supplied meeting space and helped with negotiations.

"There's a growing sense of anger and discontent among non-union carpenters," Lucassen added. "The success of the independent drywallers gives other unorganized workers something to point to. In no uncertain terms, it says collective action works. It tells non-union carpenters it is possible to do something about the rotten conditions they work under."

Continued on Page 11

# Major rally draws line at Frontier

## *Desert Solidarity draws thousands*

By Muriel H. Cooper

Union workers are preparing to play their trump card in Las Vegas — a massive show of solidarity they hope will turn the odds against the house at the Frontier Hotel, win a settlement in the 15-month strike and finish the job of putting a union label on the city.

Several thousand unionists and their allies, including national labor leaders and marquee entertainers, will march the 2.1 miles down the Strip Dec. 5 in labor's biggest event since Solidarity Day in Washington Aug. 31, 1991.

In fact, it provides a Solidarity Day West for the trade unionists of nearby California and other neighboring states, whose distance from Washington limited participation in the Solidarity Days of September 1981 and August 1991.

Among those expected to attend the 6 p.m. rally will be a group of unionists from Duluth, Minn., who will drive 1,800 miles in a van — 30 hours on a weekend.

"We've had a number of incidents in Minnesota where we were given a lot of solidarity," said Duluth AFL-CIO President Mary Rosenthal. "We consider it our responsibility."

The 550 Frontier Hotel workers, members of two Hotel Employees and Restaurant Employees locals, Teamsters Local 995, Operating Engineers Local 501 and Carpenters Local 1780, are hoping the demonstration convinces Frontier management to resume contract negotiations.

The Elardi family, which owns the Frontier, has pursued a union-busting strategy — refusing to bargain after forcing the strike with demands for

Continued on Page 12

# Teamsters win accord in 6-month Pittsburgh newspaper fight

By James B. Parks

The Teamsters reached a tentative agreement with the new owners of the Pittsburgh Press that would save jobs and raise wages, and nine other unions began negotiations Nov. 19 with high hopes that the six-month dispute would end soon.

The IBT did not release the complete terms of the tentative contract, pending a ratification vote by the membership, but IBT Local 211 President Joseph Molinero praised the agreement as fair to both the workers and management.

"This contract is a sound basis for a strong and long-lasting relationship" with Blade Communications, said Molinero. "We're ready to help the new owners give the readers and advertisers of the Pittsburgh area the kind of newspaper they deserve."

Blade Communications, headquartered in Toledo, Ohio, signed an agreement last month to buy the Pittsburgh Press from Cincinnati-based E.W. Scripps Co, which distributed Blade's morning Post-Gazette under a joint operating agreement. The sale is contingent on the new owners reaching contract agreements with the unions by Nov. 30.

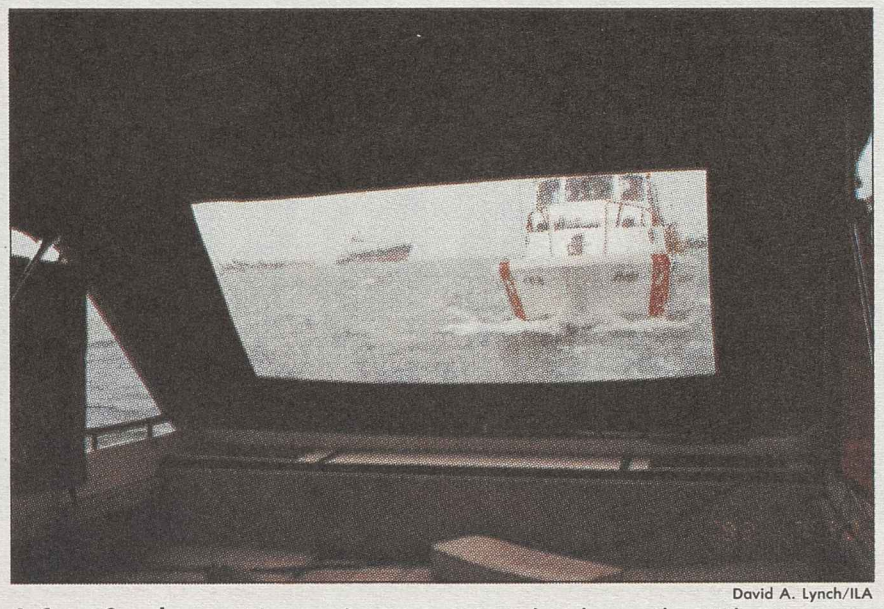
"We are very hopeful the other unions will be able to move quickly in their negotiations," said George Curtin, coordinator of the Newspaper Unions Unity Council, which represents the Press unions.

The former Press management had planned to unilaterally impose the new system replacing 4,500 youth carriers with adult carriers who would pick up the paper at centralized points, throwing some 450 IBT-represented drivers out of work.

Molinero said the tentative agreement also calls for reduction of about half that many jobs, phased in over five years, with some of the youth carriers also retained.

At the request of the unions involved, the AFL-CIO Strategic Approaches

Continued on Page 9



David A. Lynch/ILA

**A Coast Guard** vessel bears down on ILA picket boat, the "Lil' Dipper."

# Panel probing Coast Guard action against ILA pickets

**By John R. Oravec**

A House oversight panel is looking into charges that the Coast Guard harassed and intimidated Longshoremen on picket duty aboard two small boats on Lake Michigan.

Since August 1990, ILA Local 1969 has been on strike against two stevedoring companies at Burns Harbor, Ind., operated by American Grain Trimmers Inc. and Rogers Terminal and Shipping Co., a division of Cargill Inc. The dispute is over the use of foreign seamen to tie vessels while docking at the Cargill facility.

Testifying Nov. 13 in Chicago at a field hearing of the subcommittee of the House Merchant Marine and Fisheries Committee, ILA representatives charged that the Coast Guard had overstepped its authority by boarding the union's 22-foot picket boat, the Dream Finder, on July 20.

As a Coast Guard helicopter buzzed the ILA boat, the fully armed boarding party cited the Dream Finder for several alleged safety violations and forced it dockside.

Two days later, a Coast Guard cutter nearly rammed a second ILA picket boat, the Lil' Dipper, as it tried to inform a 550-foot Polish freighter about the strike, the ILA testified.

The Coast Guard claimed the Lil' Dipper violated a 1,000-foot "moving safety zone" around the Polish freighter that the USGC established after the grounding of the Dream Finder.

At the opening of the hearing, Rep. Peter J. Visclosky (D-Ind.) posed this question: "Did the U.S. Coast Guard go beyond its legal authority" in interferring with a legal labor action?

Visclosky noted that federal regulations clearly state that "under no circumstances will the Coast Guard exercise its authority for the purpose of favoring any party to a maritime labor controversy."

ILA Vice President Raymond Sierra told the hearing panel that the Coast Guard had no grounds to board the union's 22-foot picket boat.

"Our picketing had been entirely peaceful and in compliance with the law," Sierra testified. "The Coast Guard had no reasonable cause to get involved with the picket boat at all."

He pointed out that the Coast Guard did not inspect other pleasure craft in the area of Burns Harbor that were the same size as the union picket boat.

ILA member David Lynch, who was aboard the Lil' Dipper, told the panel that a Coast Guard cutter dogged the boat at high speed and forced it toward a breakwater.

"I feared that we were in danger of being rammed," Lynch testified. "The vessel was no more than 8 to 12 feet from the stern of the ILA picket boat and still coming at us."

The Coast Guard insisted that its actions on July 20 and 22 did not interfere with the ILA's rights to picket and that its officers acted only to enforce marine safety laws.

USGC Capt. Thomas Daley testified that the July 20 boarding came because the picket boat failed to display required identification and was operating under dangerous maintenance conditions.

But Visclosky voiced concerns that the Coast Guard may have overstepped its bounds and intentionally harassed the ILA pickets.

"It would be inexcusable for the Coast Guard to interfere in a peaceful, legitimate labor dispute under the guise of public safety," he said.

# AFL-CIO issues caution on investment proposals

## *Pension funds eyed for infrastructure*

**By James B. Parks**

Any plan to use employee pension funds to rebuild the nation's roads, bridges and highways should not endanger the benefits for retirees and their families, AFL-CIO Secretary-Treasurer Thomas R. Donahue told a national commission.

The AFL-CIO strongly supports the principle of increased public spending on the infrastructure to create jobs and stimulate the recession-weary economy, Donahue said. But he warned the bipartisan commission that any plan to use some of the $3 trillion in pension funds must be voluntary and provide guarantees to investors.

"We must not make the mistake of mortgaging our future and that of our retirees in addressing the problems of today," Donahue said.

Pension fund investment cannot be a substitute for the traditional public role, Donahue said. Instead he called for full use of existing mechanisms such as dedicated infrastructure trust funds.

Citing the impact of the recession on state and local budgets, he also recommended that existing requirements for state and local matching funds for infrastructure be waived. And he urged that President Bush's April 30 executive order making it easier for states and municipalities to sell off highways, airports and other federally financed facilities be rescinded.

### Lessons learned

Organized labor's use of pension funds to make economically targeted investments has shown the potential and pitfalls of using pension monies for an infrastructure rebuilding plan, Donahue said.

Stephen Coyle, chief executive officer of the AFL-CIO Pension Investment Program testified earlier before the group.

The combined $1.1 billion invested by PIP's Housing Investment Trust and Building Investment Trust since 1964 has generated 22,000 jobs in the building and construction trades, Donahue said, along with 31,000 residential units and more than 2 million square feet of commercial property across the country.

The Multi-Employer Property Trust and Union Labor Life Insurance's "J for Jobs" account manage more than a $1 billion in assets from approximately 275 pension funds, he added.

One of the keys to these successes, Donahue said, is that pension fund trustees were able to exercise their discretion on whether to invest in the projects, as well as the existence of guarantees. These principles ought to be a part of any infrastructure plan as well, he said.

The commission also should focus on mechanisms that would attract other investors, thus insuring that pension funds will not be the only source of financing for these needed projects, he said. The problem is not that there are too few investors for infrastructure repair, but there are too few public dollars available to finance them and to provide necessary guarantees.

"The challenge here, of course," Donahue said, "is to find a way to raise this additional revenue in a way which is fair to the American people and one that reflects the different societal segments' interest in our nation's infrastructure."

### Advisory panel needed

Donahue also called for the establishment of a permanent national advisory panel to assist in the development of spending priorities, financing schemes and the appropriate role of the federal and local governments. He suggested that members of the group include organized labor, experts in affordable housing, shareholder groups and representatives of ethical and socially responsible investors.

Another guiding principle, Donahue said, is that no investment program be used to privatize public services, since this would hurt the public employees whose support is crucial to the success of the plan.

Any final plan also should contain Davis-Bacon protections and not undermine local wage and employment standards, he said.

Clear guidance and support for pension fund investments from federal regulatory agencies is critical, Donahue said. Although current laws allow for targeted investments, the U.S. Labor Department has discouraged fund trustees from making use of them, he charged.

The commission, created in the highway bill approved by the last Congress, will recommend to the new administration and to Congress ways of financing infrastructure rebuilding.

Operating Engineers President Frank Hanley is one of the group's seven members. He was appointed by the Senate Majority Leader George Mitchell (D-Maine).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# UNION NEWS

## IUD sets ambitious agenda, riding crest of hope

By James B. Parks

Buoyed by the impending change in the White House and the success of its own coordinated campaigns, AFL-CIO Industrial Union Department prepared to face the challenge of reversing the effects of 12 years of anti-worker Republican policies.

One of the first steps must be a renewed focus on organizing to rebuild the industrial unions' ranks, which have been decimated by Reagan-Bush policies that cost thousands of jobs and destroyed the national manufacturing base, said new IUD President Elmer Chatak.

"You got yourself an organizer and hopefully that is what you need," said Chatak, who succeeds Howard D. Samuel, who retired. Chatak, who had served as IUD secretary-treasurer since 1979, has been particularly involved in the department's coordinated bargaining and organizing efforts.

Peter diCicco, president of Electronic Workers District Council 2 in Massachusetts for 22 years, was elected secretary-treasurer. Both men ran unopposed.

**Elmer Chatak** elected new president of the Industrial Union Department.

Many speakers emphasized the need for labor law reform, beginning with passage of the Workplace Fairness Act. The IUD was in the forefront of previous efforts to pass Workplace Fairness in the 102nd Congress when it was killed by a filibuster in the Senate. The IUD formed a committee to work on labor law reform with Mine Workers President Richard Trumka as chair.

Another step in building union strength will be coordinated campaigns against domestic and multinational employers, said Teamsters President Ron Carey. Carey praised the international solidarity of the European trade unions in bringing the unfair labor practices of Diamond Walnut Co. to the attention of foreign consumers.

Focusing similar international attention on the practices of the Ravenswood Alumimun Corp. in West Virginia, particularly at the owners' headquarters in Switzerland, also helped end the 20-month strike against RAC, said Steelworkers Vice President George Becker.

The coordinated campaign is a sign of labor's strength, Trumka said. Citing the UMWA success at Pittston, Trumka said the coordinated campaign is "a different way of looking at the world" for workers. The message to employers, Trumka said, is that "wherever they turn, the union will be staring them in the face."

Various speakers urged rebuilding the nation's economy with a restoration of the industrial base, tougher trade policies and health care reform.

House Majority Leader Richard Gephardt (D-Mo.) pledged to fight for changes in the North American Free Trade Agreement negotiated by the Bush administration or to reject it if it is "not right" for American workers. He also stressed the need for aid to displaced workers.

Gephardt said the most important result from the election is a change in attitude in the government away from the "horrible mistake" of economic policies of the Reagan-Bush years, he said.

"I think we now have the leadership to set a new goal of not just free markets, open competition and free trade, but a high standard of living for the American worker," Gephardt told the delegates.

## Food Lion can't be trusted on labor practice — UFCW

The Food and Commercial Workers warned that Food Lion Inc. cannot be trusted to end its illegal wage and hour and child labor practices without substantial oversight.

"Food Lion has made promises before, only to break them," said Al Zack of the UFCW.

The U.S. Department of Labor in 1989 accepted Food Lion's offer to pay $300,000 for $1.2 million in overtime and wage-and-hour violations. Despite the promises, the company's abuses of workers have continued, Zack said.

Now reports indicate that a Labor Department investigation has turned up practices that could result in Food Lion being hit with one of the largest child labor complaints ever filed against a single employer.

Sources told the Washington Post the company will be charged with more than 1,400 violations of federal child labor law. More than 1,200 of the cases involve teenagers working around hazardous equipment such as meat slicers and package bailers.

The wage and hour violations investigation was triggered by a Fair Labor Standards Act complaint filed last September by the UFCW. The complaint on behalf of 183 current and former Food Lion employees seeks $194 million in back wages for off-the-clock work.

Food Lion's profits, which exceed the industry average, are the result of wage chiseling and other unfair labor practices, the UFCW complaint charges. If these practices are not stopped, the complaint said, Food Lion's competitors will be forced to emulate the illegal practices to remain competitive.

The union's efforts were bolstered when an undercover investigation by ABC's "PrimeTime Live" showed that Food Lion employees, on instructions from their bosses:

- Routinely cover rancid meat with barbecue sauce, repackage it and put it up for sale at the deli counter.
- Use nail polish to remove the "sell by" dates on packaged foods.
- Wash hams that have begun to spoil with bleach to clean them up and take away the smell.

The television show linked these practices to the practice of forcing employees to work off-the-clock in order to comply with the company's "effective scheduling" system.

The company denied all charges, blaming the union and is filing a suit against ABC.

"Contrary to Food Lion's paranoia, the UFCW's involvement with ABC News concerning Food Lion was no different than our involvement with any of the numerous other news organizations that requested our assistance in investigating the many facets of Food Lions' dysfunctional corporate behavior," UFCW said in a statement.

"The UFCW simply referred to ABC News the names of some current and former Food Lion employees who might be willing to provide information concerning their personal experience while employed with this company," the union said.

The UFCW disputed Food Lion's claims that its efforts were part of an organizing campaign. "We represent their competitors, whose jobs are jeopardized if Food Lion has an unfair advantage" by violating the laws, Zack said.

The union is fighting for the enforcement of labor laws, he said. "Unions lobbied for these laws, and they will go into disrepair" if companies like Food Lion flout them, he said.

Belgian-owned Food Lion is the nation's fastest-growing food chain with 989 stores and warehouses in 14 states. The company, headquartered in Salisbury, N.C., has almost 50,000 full-time and part-time employees.

— James B. Parks

ICWU photo

**AFL-CIO President** Lane Kirkland addresses convention delegates as ICWU President Frank D. Martino looks on.

## Chemical Workers approve increase in striker benefits

Las Vegas

Delegates to the Chemical Workers convention boosted benefits from $65 to $85 per week for striking members, who will get $100 in the second year.

The convention also re-elected ICWU President Frank D. Martino and elected E. Robert Marlow to his first four-year term as secretary-treasurer, replacing retiring Jerry Levine. Edward Mullaney was elected to a four-year term as vice president.

The convention, held just before the November election, received a videotaped message from Democratic presidential candidate Bill Clinton, and heard AFL-CIO President Lane Kirkland issue a rousing call to support Clinton, whom he described as "workers' best hope for solving the terrible problems sown by Reagan-Bush trickle-down economics."

Martino urged delegates to "formulate solutions to today's problems and seek wisdom in solving those problems we'll face tomorrow. We must also leave for those who will come after us a legacy of accomplishment and a solid plan for continued success."

Delegates passed resolutions supporting Buy American/Buy Union and reform of voter registration, Hatch Act and Occupational Safety and Health laws, as well as portability of pensions. The convention also denounced the Bush administration's version of the North American Free Trade Agreement and opposed term limits.

Other convention speakers included: Kenneth Coss, president of the Rubber Workers; Robert M. McGlotten, AFL-CIO legislative director; and Dr. Herbert K. Abrams, an expert on diseases caused by asbestos exposure.

UAW photo

**Caterpillar workers** protest company tactics during demonstration outside industry exhibition in Las Vegas.

# UAW expands Caterpillar campaign

**By James B. Parks**

The UAW's campaign for a fair contract at Caterpillar Inc. is expanding as union members leaflet dealers and undertake work-to-rule activities inside the plant and promise a "thousand points of pain" for the company, the union said.

Rather than negotiate a new contract, the company has developed a massive advertising campaign and denied salaries and health insurance to full-time UAW committee members who handle grievances and other problems in company plants.

"If Cat is really tired of this hassle, they should come to the table with a realistic contract proposal," said UAW Secretary-Treasurer Bill Casstevens. "Our members are not going to be swayed by company propaganda, or intimidated by attacks against local union officials."

Casstevens, who heads the UAW's Caterpillar department, blasted the company's latest tactic of asking about 100 employees to take unpaid personal leave for a year for "business reasons."

"Once again Caterpillar management is trying to foist upon workers an undue and unfair share of the burdens resulting from management's failure to manage intelligently," Casstevens said.

The company's Nov. 6 offer is a "shameless attempt to twist a long-standing union-negotiated contract provision covering genuine personal leaves into a unilaterally delivered de facto layoff without pay for business reasons," he said.

"It's clearer than ever that the company, the union work force and the community need the stability that only a signed, mutually agreeable labor contract can provide," Casstevens said. "Isn't it time to start serious negotiations?"

Some 12,600 workers recessed the five-month strike April 15 after Caterpillar gave its assurance it would not hire "permanent replacements" and negotiations continued under federal mediation.

The union has strongly rejected Caterpillar's latest contract offer, which would weaken seniority rules and pay newly hired workers at a substantially reduced rate. The company also is seeking a break from pattern bargaining, a time-honored practice in which employee costs are set fairly among all competitors in one industry.

One of the effects of the union's work-to-rule effort has been a 40 percent drop in production at the main tractor assembly plant in East Peoria, Ill., said UAW Local 974 President Jerry Brown. "We're going by the book and that just takes longer," said Local 974 spokesman Jim O'Connor.

The union also took its message to some 30,000 attendees at the MinExpo in Las Vegas, where Caterpillar was a major exhibitor. About 500 protestors from seven UAW locals conducted an informational campaign to expose what Caterpillar is doing to its workers.

"Several guests at the expo discussed equipment problems they have had with machines built during the strike," said Richard Zerlowski, a member of Local 751 who went to Las Vegas.

"We told them Caterpillar has the best machines when they are built by experienced UAW employees — but we need a fair and equitable contract," he said.

Union officials also cast doubt on Caterpillar's claims that it did not discuss strategies for dealing with the UAW in a Nov. 11 meeting with its competitors and the Big Three auto makers. Such employer collusion is illegal, hence Caterpillar's denial.

"It's obviously a concern that Caterpillar is trying to get them to follow the same strategy," said Elliott Anderson, administrative assistant to Casstevens.

"We'll all be a little suspicious if we see the same kind of proposals" Caterpillar has made to the UAW being made by other companies, Anderson said.

# SEIU bargains healthy gains for 14,000

Members of Service Employees Local 250 ratified a new three-year contract with Kaiser Permanente that improves pay and benefits for some 14,000 health care workers in northern California.

The contract, ratified by 97 percent of the members, includes a 5 percent across-the-board raise for each of the next three years, increased retirement benefits, shift bonuses and licensure differentials. The master agreement covers 31 Kaiser hospitals.

"Local 250's members and leaders are to be commended for securing such a significant settlement in the middle of a recession," said SEIU President John Sweeney. "Wages for non-professional hospital workers have been depressed for the past 10 years and the Kaiser settlement is a breakthrough."

Employees in a number of classifications, including high-demand psychiatric technicians and certified surgical assistants, will receive an additional increase in the first year ranging from 2 percent to 10 percent.

Kaiser also agreed to provide a child care referral list to each personnel department at each facility, the union said.

"The negotiations were greatly influenced, we think, by our successful strike at Summit Medical Center in Oakland earlier this year, said Local 250 President Sal Roselli. "The contract shows that Kaiser understands if they are to continue to provide the best in health care, they must also continue to offer the best wages and benefits."

The strike at Summit marked a distinctive milestone in solidarity. Economic issues were settled early, but the strikers resisted employer demands and stayed out to win the right for the members of various unions at the hospital to respect each other's picket lines.

Labor-management common interest forums, which were established during the prior contract to address issues of mutual concern, would be extended to satellite facilities, Roselli said. Kaiser also agreed to allow unions at other facilities to attend the meetings.

Local 250 represents Kaiser X-ray technicians, clerical employees, pharmacists, respiratory therapists, dietary workers, housekeepers, laundry workers, licensed vocational nurses and several other technical classifications.

# Donahue outlines case against Bush NAFTA in ITC testimony

**By John R. Oravec**

The Bush administration's proposed trade deal with Mexico may feather the nests of a few wealthy investors, but it would be disastrous for U.S. jobs and wages while exploiting the poverty of Mexican workers, AFL-CIO Secretary-Treasurer Thomas R. Donahue told the International Trade Commission.

"The North American Free Trade Agreement is nothing more than the latest version of the failed policy of trickle-down economics and an enlargement of the interests of U.S. and Canadian-based multinational corporations to the detriment of U.S. workers," Donahue testified.

"We can and must do better," he said.

The ITC, an agency of the federal government, has conducted three days of hearings under a directive from Congress to determine the impact of NAFTA on American industry, workers, farmers, national income and global competitiveness.

"It is very clear what this agreement would and would not do," Donahue said. "It would not create good jobs for the millions of Americans on the lower and middle rungs of the economic ladder. On the contrary, it would lead to the export to Mexico of hundreds of thousands of jobs. It would put heavy downward pressure on wages in the United States."

Hundreds of U.S.-based manufacturers have closed up shop over the past two decades and moved their operations to Mexico, removing more than 500,000 U.S. jobs, he noted. And according to Mexican government estimates, U.S. firms will build another 1,000 maquiladora plants by 1995 that will drain another 270,000 American jobs.

"Those U.S. companies can pay Mexican workers a fraction of what American workers are paid," he said. "That is the reason the American firms operate in Mexico."

In 1991, the average U.S. factory hourly wage was $15.45 while in Mexico it was $2.17. But in the border maquiladoras, the wage rate was just $1.25.

Under those rates, Donahue observed, the $15 million cost of Smith-Corona moving its production operations from Cortland, N.Y., to Matamoros, Mexico, would be paid off in just one year because of Mexico's lower wage rates.

Should Mexico further devalue the peso, the gap between U.S. and Mexican wages would grow wider, Donahue said. "NAFTA will only accelerate this harmful process," he cautioned.

While NAFTA will wreak havoc with the livelihood of U.S. workers in many sectors — including the auto, apparel and trucking industries — the trade pact "is a triumph" for American investors, Donahue noted.

"NAFTA guarantees the repatriation across the borders of profits, dividends and capital gains. It guarantees the convertibility of currency at market rates" and it guards against the expropriation of U.S. investors' property with assurance of prompt compensation, he said.

Yet NAFTA provides no assurances for the rights and concerns of working people, Donahue pointed out.

"In the entire agreement," he said, "there are no specific provisions guaranteeing freedom of association, the right to collective bargaining, the establishing of appropriate minimum wage structures, health and safety protections, and the eliminating of child labor."

# LABORITE

# INSTITUTES

*The George Meany Center for Labor Studies offers 57 institutes from Nov. 29, 1992 through Aug. 6, 1993. They are described in these four pages.*

## New courses track trends

Two new titles are among 57 institutes offered to union leaders by the George Meany Center for Labor Studies from now through early August 1993. A Western Semester will be offered in Southern California in July and early August.

Workshops described in these pages run from Nov. 29, 1992, to Aug. 6, 1993, at the center's campus in Silver Spring, Md., except where noted. An application form also is included.

The new offerings are: Bargaining Over New Technology and the Organization of Work; and Unions and the Legislative Process. Like all other programs offered — except for the College Degree Program and the Certified Employment Benefit Specialist (CEBS) Programs — these new ones are tuition-free. Center programs are open to officers and staff of unions affiliated with the AFL-CIO.

The new courses, along with other programs in communications, negotiating, organizing, arbitration, labor law and union-building, are briefly described in these pages. A complete catalog is available on request.

The College Degree Program and the Western Semester require a special application form available from the center. Contact the registrar's office at the George Meany Center for Labor Studies, 10000 New Hampshire Ave., Silver Spring, Md. 20903; telephone 301/431-6400; or FAX 301/434-0371.

Any AFL-CIO organization or affiliate that wants to use the center should contact Janis Underwood at the registrar's office.

Marianne Keffer Zweig/Page One Photography

**AFT members** Elda DeLacerda, Kathleen DaQuanno and Michael Mullane in class at the George Meany Center.

### Organizing Techniques I

***Dec. 13-18, 1992***
***Feb. 28 - March 5, 1993***
***June 20-25, 1993***
***August 1-6, 1993 (Western Semester)***

This is an introduction to basic organizing skills for new union organizers, and a refresher course for organizers in the private sector.

An overview of the law, as well as strategies for dealing with anti-union arguments and techniques, will be discussed. Through role playing and discussion, participants learn improved communications skills and the application of those skills to meetings, house calls and other one-on-one contacts.

Coordinator: *Virginia Diamond*

### Advanced Skills in Organizing

***April 13-16, 1993***

Co-sponsored by the AFL-CIO Organizing Institute, this course is for organizers who have completed Organizing I, The Organizing Institute Apprenticeship and/or who have extensive experience in organizing.

Case studies will be used to analyze recent campaigns in order to strengthen an organizer's strategic and analytical thinking. The sessions also will highlight skills needed to manage people in a campaign, run multiple campaigns, target larger units and train committees and volunteer organizers.

Coordinator: *Virginia Diamond*

### Organizing in the Construction Industry

***May 23-28, 1993***

Building trades organizers get an opportunity to build their skills for local and regional campaigns through this institute. Participants will focus on oral and written communications with members, unorganized workers, contractors and purchasers of construction services; regional survey and targeting techniques; and on-site membership recruitment activity.

Participants will engage in simulations to get hands-on experience in organizing under the guidance of experienced building trades organizers and labor educators.

Coordinator: *Robert J. Pleasure*

### Internal Organizing

***July 25-30, 1993 (Western Semester)***

This institute is for those responsible for organizing and developing the support of existing members or for recruiting new members in established units.

Coordinator: *Jeffrey MacDonald*

### Advanced Organizing Techniques in the Construction Industry

***Dec. 13-18, 1992***

Experienced organizers will work with a team of labor educators and construction organizers on designing and carrying out a local union education program for members on construction organizing.

Participants will study how to build support for construction organizing from a tested program. The program is jointly sponsored by the George Meany Center, Cornell University and the National Organizing Committee of the Building and Construction Trades Department, AFL-CIO.

Coordinator: *Robert J. Pleasure*

### Labor Law for Organizers

***May 2-7, 1993***

National and local staff with responsibility for and experience in private-sector organizing are invited to this program. A separate course is offered on organizing in the building trades.

The course emphasizes law as part of organizing strategy, the proper role of the National Labor Relations Act (NLRA) in a campaign (how to avoid having the law run the campaign), the ability to use the law as leverage and how to make strategic and tactical decisions. The program also will deal with alternative routes to obtaining recognition, including tactics to obtain voluntary recognition and the legal issues those tactics involve.

Coordinator: *Sharon Simon*

### The Craft of Negotiating

***Jan. 24-29, 1993***

Participants should have extensive experience in negotiating or have taken a basic contract negotiating institute at the George Meany Center before joining this program.

The aim is to improve the skill of the participants in collective bargaining, grievance handling and union administration by looking at other negotiating situations. Negotiating theories are discussed and evaluated.

This institute differs from courses in negotiating techniques by focusing on sharpening individual skills and developing tactics for all types of negotiations. Videotaping is used to help participants identify their own strengths.

Coordinator: *Jeffrey MacDonald*

### Contract Negotiations

***July 18-23, 1993 (Western Semester)***

This institute is for full-time officers and staff who negotiate agreements in the private or public sector. Sessions will include the role of the chief negotiator at different points of the bargaining process, preparation and design of initial proposals, developing committee work and record-keeping procedures, styles of language and economic bargaining and preparing for and directing the ratification process.

Actual bargaining-table tactics, such as the timing and structure of counter-proposals, and effective communications at the bargaining table will be practiced through a simulated bargaining case.

Coordinator: *Donald Spatz*

### Negotiating and Writing Contract Language

***Dec. 13-18, 1992***
***June 20-25, 1993***

Designed to improve skills for developing proposals and writing contracts that will protect and improve the rights of members and the unions that represent them, this institute will discuss uniform principles of contract interpretation.

Participants will discuss the need to revise contract provisions to fit the changing workplace and work force, and will be cautioned that management negotiators may come to the table with language proposals that substantially alter the traditional rights of unions and employees.

Coordinator: *Sharon Simon*

### Contract Negotiations in the Construction Industry

***Jan. 24-29, 1993***

Union officers and staff responsible for negotiating labor agreements with construction industry employers are invited to this program. The central purpose is to improve the bargaining skills of union negotiators in an increasingly difficult and complex bargaining environment.

Early sessions will focus on managing negotiations from initial proposals through ratification. The special problems associated with employer association bargaining will be analyzed with a full review of legal developments as they apply to construction industry bargaining.

Coordinator: *Donald Spatz*

### Contract Negotiations and the Law

***Feb. 7-12, 1993***

The law that governs contract negotiations in the private sector is discussed in this program. Law that specifically deals with the building trades is covered in another course.

The approach will be practical — how to recognize and deal with legal problems as they arise and how to recognize more complex legal issues that require the as-

sistance of an attorney. The approach will also be strategic — how to use the law to the union's advantage when possible and how to integrate the law into the union's bargaining strategy.

Coordinator: *Sharon Simon*

## Using Computers for Contract Costing

***March 14-18, 1993***

Participants will be shown how to use small computers in contract negotiations. The primary focus is on the use of off-the-shelf spreadsheet software in developing contract costing capabilities, which will assist the negotiator in evaluating employer economic proposals and developing effective counterproposals.

Although Lotus 1-2-3 is used in classes, the skills developed during the program apply to any standard spreadsheet program. Knowledge of computers is not necessary, but it is helpful to know standard contract-costing techniques.

The institute is for union officers or staff whose primary responsibility is contract negotiations or back-up research for negotiators.

Coordinators: *Jeffrey MacDonald and Chuck Hodell*

## Bargaining Over New Technology and the Organization of Work

***March 21-26, 1993***

Union officers and staff will be given the knowledge to make choices about new methods and machines. Without union input and oversight, management will make changes to its own advantage — de-skilling and eliminating jobs.

Participants will explore alternative technologies and humane work systems, with discussion about what foreign labor movements have done. Also explored will be bargaining over change, contract language, arbitration and legal rights concerning new technology and the organization of work.

Coordinator: *Sharon Simon*

## Arbitration: Preparation and Presentation

***Feb. 7-12, 1993***
***June 20-25, 1993***
***July 11-16, 1993 (Western Semester)***

Developing the necessary skills to prepare and present arbitration cases is the purpose of this institute. Discussions will focus on what matters can be arbitrated and the selection of arbitrators.

Since discipline and discharge cases cause more than half of all grievance arbitrations, special attention is paid to their investigation and to the rules arbitrators use in deciding them. Mock cases will be presented before professional arbitrators willing to share their knowledge.

This program is for union representatives newly assigned to arbitration, and it will help experienced representatives brush up on their techniques.

Coordinator: *David G. Alexander*

## Arbitration in the Federal Sector

***Nov. 29 - Dec. 4, 1992***

Although many procedures and practices in private-sector arbitration apply to federal workers, significant differences do exist and will be discussed.

Mock cases will be presented before professional arbitrators with experience in the federal-sector. The cases will be videotaped and played back for analysis.

This institute is for representatives in federal sector unions who are or will have arbitration as part of their responsibility. Experienced representatives can brush up on their techniques.

Coordinator: *David G. Alexander*

## Standards of Discipline and Discharge in Arbitration

***Jan. 24-29, 1993***

Discipline and discharge standards and related issues of misconduct applied in grievance arbitration hearings are examined in this institute.

Participants will hear from arbitrators and examine case studies that concentrate on the concept of just cause and the development of standards by arbitrators; investigation procedures and standards of proof in discipline and discharge cases; and discipline and discharge and evidentiary standards for alcohol-related, drug-related and off-duty misconduct.

Participation is limited to those who attended the basic arbitration institute or who are experienced advocates in grievance arbitration.

Coordinator: *David G. Alexander*

## Effective Grievance Administration

***March 7-12, 1993***
***July 18-23, 1993 (Western Semester)***

Participants will be helped to better use the grievance procedure to reach settlements. The course will use all the techniques of the arbitration course — careful preparation of evidence, case analysis and orderly presentation — and apply them in simulated cases.

Participants will weigh the strong and weak points of the union's case as argued in the grievance hearing and will explore alternatives to traditional arbitration — in particular, grievance mediation.

Participation is limited to those who have attended the basic arbitration institute or who are experienced advocates in grievance arbitration.

Coordinators: *David G. Alexander and Russell Allen*

## Advanced Arbitration

***April 4-9, 1993***

Advanced training for grievance arbitration will be provided to help participants improve their techniques.

Exercises in the preparation and writing of post-hearing briefs will be included, as well as discussions to assist participants in the examination and cross-examination of witnesses.

Participation is limited to those who have attended the basic arbitration institute or who are experienced advocates in grievance arbitration.

Coordinator: *David G. Alexander*

## Newswriting and Editing for Union Publications

***Jan. 10-15, 1993***
***March 14-19, 1993***
***July 11-16, 1993 (Western Semester)***

Union editors and staff get coaching on newswriting and editing and pick up ideas from other union editors on how to make a union publication more readable and credible.

Classes focus on newswriting, feature writing, labor laws for editors (libel and Landrum-Griffin), headline writing, photo editing, resources and layout and design.

Coordinator: *Louise D. Walsh*

## TV: The Cool Medium

***Jan. 19-22, 1993***

A three-day workshop coaches union leaders who are confronted occasionally by television reporters and television cameras.

Participants will face video cameras in many exercises — a hostile confrontation, a panel discussion, an in-studio interview and 60- and 20-second addresses. These sessions may be tailored to individual unions if an affiliate wishes to train its staff in certain areas.

One session focuses on working with TV reporters while another concentrates on relating to the camera.

Coordinators: *Gene Morrill and Louise D. Walsh*

## Effective Writing

***Dec. 6-11, 1992***
***April 25-30, 1993***

Different writing formats, including union correspondence, contract summaries, committee reports, position statements, speeches, leaflets, newsletter articles and public service announcements are examined.

Participants complete writing exercises and revise their own writing each day. Individual coaching by professional writers and editors is a central part of this program. Class size is limited to 18.

Coordinator: *Louise D. Walsh*

## Effective Speaking

***May 9-14, 1993***
***Aug. 1-6, 1993 (Western Semester)***

This workshop focuses on these basics:

Preparation for speaking — Selecting topics, researching, outlining and editing; delivery of the message with vocal variety, eye contact, audience analysis and an awareness of time and locale.

Daily Assignments — A variety of speaking situations.

Individual Coaching — Videotaped exercises for critique.

Listening — Emphasis on listening skills, helping students become more attentive and responsive.

Coordinator: *Gene Morrill*

## How to Make a Videotape

***May 23-28, 1993***

Full-time local union staff who want to learn the basics of how to create short and inexpensive videotapes for their members and/or communities can take advantage of this new workshop.

The emphasis will be on video scriptwriting, although other elements of videotape production will be presented. Videotape specialists will lead this workshop. This is not a workshop on how to edit videotape.

Class size is limited to 20 participants.

Coordinator: *Louise D. Walsh*

# Application to enroll in a program at the George Meany Center

To reserve a place in a George Meany Center program, please complete an application and mail it with your payment of $144 to the George Meany Center — $104 will be credited to your room and board bill and $40 will cover your registration fee. The deposit for registrants who commute to class is $80, which covers lunches for one week and registration.

Deposits will be refunded if notice of cancellation is received two weeks before the program. Please make your check payable to the George Meany Center for Labor Studies.

For more information about any program, call the Registration Office at 301/431-6400, or fax 301/434-0371.

**Application to register for Labor Studies**

**Center Registrations**
**George Meany Center**
**for Labor Studies**
10000 New Hampshire Ave.
Silver Spring, Md. 20903

**Check One**
- ❑ Commuting to class
- ❑ Single room @ $104 daily
- ❑ Double room @ $80 daily person with (name) _____

Please specify any disability: _____

**Please Print or Type**

Please enroll me (course): _____

Dates: _____ Enclosed is a deposit of $_____ *

*(Deposit and registration fee required with application)

Name: Mr./Ms. _____

Address: _____ City _____ State ____ ZIP _____

Sponsoring Union: _____ Local Union Number _____

Union Position: _____

Business Phone: ( ) _____ Signature _____ Date _____

If you wish to charge your deposit the following must be completed:

❑ Visa ❑ Mastercard ❑ American Express

Account Number _____ Expiration Date: _____

Amount: _____ Authorized Signature _____

**Prices are subject to change without notice.*

Send me information on: (please check) ❑ Western Semester

❑ Off Center ❑ College Degree Program ❑ Labor's Heritage

## Desktop Publishing

*July 18-21, 1993 (Western Semester)*

Ideal for union editors and labor educators, this workshop will focus on electronic layout procedures, text and graphic placement and the use of electronic "tools" to crop, size and enhance graphic elements.

Participants will produce a short publication; PageMaker software and IBM-compatible computers will be used.

The class is limited to 10 participants experienced with computers. Participants should have access to Desktop Publishing after they finish the course.

Coordinator: *Chuck Hodell*

## New Staff Program

*Nov. 29 - Dec. 11, 1992*
*June 6-18, 1993*

Individuals who are new to full-time union staff positions will find this two-week program useful. Those who have taken Organizing Techniques I and Contract Negotiations should **not** enroll in this program.

The program has three basic goals: to develop personal skills needed to function effectively in the many different roles of a union staff member; to improve planning skills needed to manage a contract negotiation and to organize a campaign to revitalize a local union; and to provide insight into the structure, operation and goals of the U.S. labor movement.

Coordinators: *Donald Spatz, Jeffrey MacDonald and Diana Linton*

## Unions and the Legislative Process

*Dec. 6-11, 1992*
*July 25-30, 1993*

Union representatives are taught how to be more effective in the legislative process, particularly at the national level, focusing on how to develop grass-roots activities, how to take advantage of communication opportunities, how bills become laws (substantively and procedurally), how to identify and work with allies and other techniques of legislative advocacy.

This course is recommended for union representatives with legislative responsibilities either for national unions, local unions or state and local federations. The program is co-sponsored by the AFL-CIO Department of Legislatiion.

Coordinator: *Donald Spatz*

## Labor Relations in the Federal Sector

*Dec. 14-18, 1992*
*March 1-5, 1993*

This weeklong institute will provide an overview on important subjects affecting the role of staff and officers in unions representing workers in the federal sector. The institute will be taught by professionals in labor relations who have extensive experience in the federal sector.

Subjects include collective bargaining in the federal sector; grievance handling and arbitration; dealing with adverse and performance-based actions and strengthening the union from within.

Coordinator: *David G. Alexander*

## Contract Campaigns

*Jan. 10-15, 1993*
*July 18-23, 1993 (Western Semester)*

What should a rep do with a union-buster across the bargaining table? What tactics help in negotiating that first contract after an organizing campaign? What alternatives does a union have other than an economic strike?

These questions are addressed during this institute, which stresses ways of increasing union bargaining power: mobilizing members through organization, education and direct action; identifying employer vulnerabilities; executing innovative workplace tactics; developing community support; and applying table tactics to drive wedges between an employer and its union-busting consultant.

The program is for national and local staff who negotiate first contracts or who seek new approaches to difficult bargaining situations.

Coordinator: *Donald Spatz*

## Effective Union Action in Civil Rights

*March 21-25, 1993*

The AFL-CIO Civil Rights Department's annual conference is planned for unionists designated by their union to work in civil rights and women's rights. The conference is useful as well for all union officers and staff interested in this important subject.

Coordinator: *Louise D. Walsh*

## Service Contract Act: Collective Bargaining and Organizing

*Jan. 25-27, 1993*

Developed by the AFL-CIO Economic Research Department and offered cooperatively with the George Meany Center for Labor Studies and the AFL-CIO Department of Organization and Field Services, this program is for union officers and staff who either service or organize workers covered by the Service Contract Act.

The Service Contract Act, like the Davis-Bacon Act, is a federal prevailing wage law. It covers private-sector workers providing services to the federal government. Unlike Davis-Bacon, the Service Contract Act provides that a union contract becomes the prevailing wage.

Coordinator: *Jeffrey MacDonald*

## Certified Employee Benefit Specialist (CEBS) Programs:

*Jan. 4-8, 1993 (Course I: Employee Benefit Concepts and Medical Care Benefits)*

*Jan. 11-15, 1993 (Course VII: Asset Management)*

*Jan. 11-15, 1993 (Course X: Contemporary Benefit Issues and Administration)*

*June 7-11, 1993 (To be announced)*

*June 7-11, 1993 (To be announced)*

The Certified Employee Benefit Specialist Program consists of 10 courses and corresponding examinations in the employee benefits field on topics that include life, health and other group benefit programs; Social Security, savings plans and other retirement arrangements; and the contemporary legal environment of employee benefit plans.

The 10 courses cover the legal, financial and institutional framework in which employee benefit plans must operate. Emphasis is placed on the principles underlying the design and operation of individual benefit programs.

Coordinator: *Jeffrey MacDonald*

## Teaching Techniques for Labor Education

*July 25-30, 1993 (Western Semester)*

Co-sponsored with the AFL-CIO Department of Education, this institute explains adult education techniques and teaches how to run a workshop, how to use questionnaires, role plays, audio-visuals and how to conduct effective classroom discussions.

Sessions will demonstrate various techniques — lecture, discussion, buzz groups, role playing, films and use of materials. It will emphasize techniques to get students talking and hold their interest.

Coordinator: *Susan Washington*

## Teaching Techniques II

*March 7-12, 1993*

This institute is a weeklong follow-up to the basic teaching techniques for a labor education course and is jointly sponsored with the AFL-CIO Department of Education. The program will help participants refine their teaching skills and develop additional techniques.

Several sessions will focus on how to develop teaching material like role plays, questionnaires and case problems.

Coordinators: *Marjorie Rachlin, Donald Spatz, Diana Linton and Susan Washington*

## Occupational Safety and Health

*April 4-9, 1993*

Union officials are assisted in responding effectively to the complex problems relating to chemical and physical hazards in the workplace, through a mix of problem-solving approaches — contract negotiations, grievance procedure and arbitration, the National Labor Relations Board, safety and health committees, OSHA inspections, the OSHA appeals process, other government safety and health agencies and mobilization of community support around health and safety issues.

Coordinator: *Donald Spatz*

## Union Issues for Working Women

*May 23-28, 1993*

Concerns of female workers are identified while new approaches to tap the energy that millions of women bring to the trade union movement are developed.

Participants examine how unions can act on women's issues through organizing, bargaining, contract administration and legislation.

Coordinator: *Diana Linton*

## Making the Legal System Work

*May 9-14, 1993*

This program is designed to improve the ability of union staff, officers and stewards to solve employment-related problems under existing local, state and federal legislation, without losing sight of the primary importance of the union's rights under the collective bargaining agreement.

The program will build on existing problem-solving and advocacy skills to enable the participant to more effectively represent the interests of union members.

Coordinator: David G. Alexander

# Labor studies again go West

The George Meany Center for Labor Studies and the AFL-CIO Department of Education will again offer a West Coast series of education/training programs during July and early August of 1993.

The Western Semester program will be held at the Harbortown Conference Center in Ventura, Calif., 60 miles north of Los Angeles, from July 11 to Aug. 6.

Scheduled courses include: Arbitration, Effective Grievance Administration; Contract Campaigns; Labor Law in the Construction Industry, Community Based Organizing; Contract Negotiations; Organizing Techniques I, Newswriting and Editing for Union Publications; Desktop Publishing; Teaching Techniques for Labor Education, One-on-One Coordinator Training; Effective Speaking; and Internal Union Organizing.

Enrollment is limited to officers or staff of AFL-CIO affiliates. Because of limited space, first priority goes to those applicants west of the Mississippi River.

For more information on the 1993 Western Semester program, call 301/431-6400, Fax 301/434-0371, or write: Western Semester, George Meany Center for Labor Studies, 10000 New Hampshire Ave., Silver Spring, Md. 20903.

# Union members can earn degree

The George Meany Center for Labor Studies helps union members earn a college degree without interrupting their union work. The program leads to a bachelor of arts degree in labor studies from Antioch University.

Tuition costs $50 a credit hour ($250 per course) plus books and materials. In addition to an application fee of $25, a $75 administrative and counseling fee is required of those who are accepted.

A room and three meals a day during the week-in-residence each semester cost the same as for other programs, currently $104 a day single occupancy, $80 a day double.

For more information, call 1-800-GMC-4-CDP and ask for the college degree program.

# OFF CENTER offers updates on issues

OFF CENTER, a quarterly audio update, offers unionists news they can use on issues such as labor law, organizing, leadership, motivating membership, communications and collective bargaining.

Jointly produced by the George Meany Center for Labor Studies and the AFL-CIO Education Department, OFF CENTER's format includes interviews, roundable discussions and music.

The annual subscription price for four cassettes is $24, two years for $42 and three years for $56. Send a check made payable to the George Meany Center at 10000 New Hampshire Ave., Silver Spring, Md. 20903, or charge it to Visa, Mastercard or American Express. Call 301/431-6400; Fax 301/434-0371.

## Labor Law in the Construction Industry

*March 7-12, 1993*

*July 11-16, 1993 (Western Semester)*

The special treatment of the construction industry by federal law requires that a specialized course be offered to building trades leaders and staff.

The institute will cover union referral practices and regulation of work; antitrust laws; non-traditional economic pressures; corporate change in the employing unit, including the problems of double-breasted contractors, bankruptcies and mergers; union security, union dues and related legal issues; collective bargaining and contract enforcement in multiemployer bargaining units; and ERISA and job-creating investments.

Coordinator: *Robert J. Pleasure*

**Instructor** Bob Jensen goes over material with Jennifer Boone and Donna Johnson during AFT leadership training.

# George Meany Center

GEORGE MEANY CENTER FOR LABOR STUDIES

# CALENDAR

Institutes in **bold** type are open to officers, representatives and staff members of all AFL-CIO affiliates. Those in light type are for the listed organizations only.

### NOVEMBER 1992

**29-Dec. 4**
**Arbitration in the Federal Sector**

29-Dec. 4
Bakery, Confectionery and Tobacco Workers

**29-Dec. 11**
**New Staff Program**

29-Dec. 18
American Institute for Free Labor Development No. 166

30-Dec. 4
Air Traffic Controllers

### DECEMBER

**6-11**
**Effective Writing**

**6-11**
**Unions and the Legislative Process**

6-11
Carpenters

6-11
AFSCME

7-11
Air Traffic Controllers

**13-18**
**Negotiating and Writing Contract Language**

**13-18**
**Advanced Organizing Techniques in the Construction Industry**

**13-18**
**Organizing Techniques I**

14-18
Air Traffic Controllers

**14-18**
**Labor Relations in the Federal Sector**

### JANUARY 1993

3-6
Operating Engineers

3-8
Air Traffic Controllers

3-8
Theatrical Stage Employees

**4-8**
**Certified Employee Benefit Specialist Program**

**10-15**
**Contract Campaigns**

**10-15**
**Newswriting and Editing for Union Publications**

10-15
Letter Carriers

10-15
AFL-CIO Department of Community Services

**11-15**
**Certified Employee Benefit Specialist Programs**

16-22
AFL-CIO COPE

17-22
Flight Attendants

**19-22**
**TV: The Cool Medium**

19-21
AFL-CIO Department of Community Services

19-22
Teamsters

**24-29**
**Standards of Discipline and Discharge in Arbitration**

**24-29**
**The Craft of Negotiating**

**24-29**
**Contract Negotiations in the Construction Industry**

24-29
Transportation Communications Union

**25-27**
**Service Contract Act: Collective Bargaining and Organizing**

**30-Feb. 5**
**College Degree Program**

### FEBRUARY

**7-12**
**Arbitration: Preparation and Presentation**

**7-12**
**Contract Negotiations and the Law**

7-12
Bakery, Confectionery and Tobacco Workers

7-March 6
American Institute for Free Labor Development No. 167

12-15
The Newspaper Guild

14-19
AFT

16-19
Union Staff Administration

16-21
Air Traffic Controllers

20-26
Service Employees

21-26
Food and Commercial Workers

22-23
Symposium on History of Latina Working Women

27-March 3
Amalgamated Transit Union

**28-March 5**
**Organizing Techniques I**

28-March 5
Air Traffic Controllers

### MARCH

**1-5**
**Labor Relations in the Federal Sector**

3-7
Amalgamated Transit Union

**7-12**
**Effective Grievance Administration**

**7-12**
**Teaching Techniques II**

**7-12**
**Labor Law in the Construction Industry**

7-12
Laborers

7-12
Sheet Metal Workers

13-April 2
African American Labor Center

**14-18**
**Using Computers for Contract Costing**

**14-19**
**Newswriting and Editing for Union Publications**

14-19
AFSCME

14-19
Air Traffic Controllers

14-20
Bricklayers

**21-25**
**Effective Union Action in Civil Rights**

**21-26**
**Bargaining Over New Technology and the Organization of Work**

21-April 17
American Institute for Free Labor Development No. 168

27-April 1
Amalgamated Transit Union

28-April 2
Transportation Communications Union

### APRIL

**4-9**
**Advanced Arbitration**

**4-9**
**Occupational Safety and Health**

4-9
Air Line Pilots

5-9
Air Traffic Controllers

12-15
Ladies' Garment Workers

12-16
Teamsters

12-17
Air Traffic Controllers

**13-16**
**Advanced Skills in Organizing**

17-22
Amalgamated Transit Union

18-22
Flight Attendants

18-23
Air Traffic Controllers

18-30
Communications Workers

24-29
Amalgamated Transit Union

**25-30**
**Effective Writing**

25-30
Communications Workers

### MAY

1-5
Amalgamated Transit Union

**2-7**
**Labor Law for Organizers**

2-7
Bakery, Confectionery and Tobacco Workers

2-29
American Institute for Free Labor Development No. 169

**9-14**
**Effective Speaking**

**9-14**
**Making the Legal System Work**

10-14
Pennsylvania State Fire Fighters

15-20
Amalgamated Transit Union

16-21
AFSCME

16-21
AFT

**23-28**
**How to Make a Videotape**

**23-28**
**Organizing in the Construction Industry**

**23-28**
**Union Issues for Working Women**

23-28
Food and Commercial Workers

23-28
Air Traffic Controllers

### JUNE

5-10
Amalgamated Transit Union

5-25
African American Labor Center

**6-18**
**New Staff Program**

**7-11**
**Certified Employee Benefit Specialist Programs**

12-16
Amalgamated Transit Union

12-19
American Institute for Free Labor Development — Bermuda

**20-25**
**Arbitration: Preparation and Presentation**

**20-25**
**Negotiating and Writing Contract Language**

**20-25**
**Organizing Techniques I**

20-25
AFSCME

20-25
Air Traffic Controllers

27-30
The Great Labor Arts Exchange

27-July 2
Sheet Metal Workers

27-July 2
AFT

27-July 24
American Institute for Free Labor Development No. 170

### JULY

6-11
Air Traffic Controllers

10-16
AFL-CIO COPE

11-14
School Administrators

**11-16**
**Arbitration: Preparation and Presentation (Western Semester)**

**11-16**
**Newswriting and Editing for Union Publications (Western Semester)**

**11-16**
**Labor Law in the Construction Industry (Western Semester)**

11-16
AFSCME

13-16
One-on-One Coordinator Training Program (Western Semester)

17-22
Amalgamated Transit Union

**18-21**
**Desktop Publishing (Western Semester)**

18-23
Sheet Metal Workers

18-23
Air Traffic Controllers

**18-23**
**Contract Campaigns (Western Semester)**

**18-23**
**Effective Grievance Administration (Western Semester)**

**18-23**
**Teaching Techniques for Labor Education (Western Semester)**

25-29
Hazardous Materials Training Session

25-30
Transportation Communications Union

25-30
Carpenters

25-30
Air Traffic Controllers

**25-30**
**Internal Organizing (Western Semester)**

25-30
Community-Based Organizing (Western Semester)

**25-30**
**Contract Negotiations (Western Semester)**

**31-August 6**
**College Degree Program**

### AUGUST

**1-6**
**Effective Speaking (Western Semester)**

**1-6**
**Organizing Techniques I (Western Semester)**

## UNION YES ✓ Holiday Gifts

*(List may not be complete. Additional sporting goods listed in the AFL-CIO News Aug. 3, and fragrances, May 11.)*

| UNION | COMPANY | ITEM |
|---|---|---|
| **Allied Industrial Workers** | Today's Kid *(Division of Spang Industries)* | Large toys: workbench, toy trucks, basketball hoop, school desk, picnic benches |
| | Power Wheels | Motorized riding cars |
| **Electronic Workers** | Porta Court | Basketball backboard |
| **Flint Glass Workers** | Corning Inc., Lenox Crystal Inc. | Ornaments |
| **Leather Goods, Plastics and Novelty Workers** | St. Thomas Leather | Wallets |
| **Machinists** | Product Miniature Co., Inc. | Plastic model cars, trucks |
| | Columbia Manufacturing Co., Inc. | Bicycles |
| **Novelty and Production Workers** | Carl Goldberg | Model airplanes, boats |
| | Craft House | Plastic gumball banks |
| **Paper-workers** | Cleo Inc. of Gibson Greetings | Wrapping paper, tags, seals, ribbons, bags with handles, cards |
| | Sangamon, Crystal Tissue | Wrapping paper |
| **Retail, Wholesale and Department Store Union** | Milton Bradley | Games (Shark Attack, Taboo, Mr. Bucket, Operation, Simon, Monopoly, Scrabble, Game of Life, Battleship, Electronic Battleship, Candyland, Chutes & Ladders, Pass the Pig, Lite Brite, others); assorted childrens' and adult puzzles |
| **Rubber Workers** | Blazon Flexible Flyer | Sleds, wagons, hobby horses, wheelbarrows, table and chair sets |
| | Hedstrom Corp. | Hoppity ball, toy balls and bats, punchball balloons |
| | Mattel, Inc. | Toys, games |
| **Steel-workers** | Huffy Corp. | Bicycles |
| | Strydel, Inc. (Subsidiary of Ohio Arts Co.) | Twirl-A-Paint; Etch-A-Sketch; Ghost Writer; Michael Jordan Jr. Jammer; Frustration; Wall Ball; Tot Traps drum set; Pfaltzgraff cook and serve set; Pfaltzgraff deluxe play set assortment; Pfaltzgraff tea set assortment |
| **Teamsters** | Ace Novelty Co. | Plush animals, toys, novelties |
| | American Greetings Corp. | Greeting cards, wrapping paper |
| | Arrow Games | Games |
| | Baronet Accessories Corp. | Leather billfolds, other leather goods |
| | Brogan, Inc.; Criterion Bead &Novelty Corp. | Jewelry |
| | Candle Corp. of America | Christmas candles, candle lamps |
| | Century Products | Infants' toys, accessories |
| | Chanel, Inc. | Fragrances, cosmetics |
| | Cosmair Canada, Inc.; Del Laboratories; Houbigant, Inc.; Shulton, Inc. | Perfumes, colognes |
| | Lander Co. Canada Ltd., Brucci Ltd. | Cosmetics, toiletries |
| | Rapid Mounting and Finishing Co. *(CADACO Division)* | Games, educational products |
| | Replogle Globes, Inc. | Geographical Globes |
| | Tyco Industries, Inc.; Tara Toy Corp. | Toys |
| **UAW** | Fisher Price | Sandbox, playhouse |
| | Ertl | Toy tractors, trucks and cars, toy record players, Matchbox cars |
| | Lionel | Model trains |
| | Radio Flyer | Children's wagons |
| | Testor Corp. | Hobby kits, supplies |
| | Western Publishing | Golden books, activity boxes, games, puzzles |
| | Shaeffer Pens | Fountain, ballpoint pens |
| **United Textile Workers** | Scooba Mfg. | Gloves |
| | Wigwam Mills | Gloves, scarves, socks |
| | Dan Dee Belt & Bag Co. | Belts, handbags |

# 'Toycott' drive revives warning on China labor

The AFL-CIO's youth arm, Frontlash, has renewed the call for holiday shoppers to boycott toys made in China — this year specifically targeting "Troll" dolls, all of which now are made in China.

Frontlash is circulating petitions in toy stores calling for American companies to avoid doing business with Chinese toy manufacturers. The "Toycott" calls attention to documented cases of human rights abuses endured by Chinese workers and the use of prison labor to manufacture exported goods.

"Despite continuing human rights atrocities, the People's Republic of China continues to receive Most Favored Nation status," the petitions read.

"We, the undersigned, pledge not to buy toys made in China. We want you to know that we will not give children's toys produced by a government that holds millions in forced labor camps, exploits children for labor, persecutes Tibetans, Christians and pro-democracy dissidents, executes workers trying to organize independent unions and engages in blatant nuclear proliferation."

This year marks the 4th annual Toycott campaign, which is geared to that period between Thanksgiving and Christmas — traditionally the busiest shopping time of the year as families get ready for the holidays.

China is the largest exporter of toys to the United States, and toys are China's second-largest export, after textiles.

More than half of all dolls and 40 percent of other toy lines come from China, including some of America's best-selling toys — Barbie dolls and other Mattel products, as well as Mickey Mouse and other Disney characters.

"If it's made in China, don't buy it," said Frontlash Director Cheryl Graeve. "The antidote for worker oppression is not greater investment."

Toys are big business, pulling in about $13 billion a year, the Toy Manufacturers of America estimates. According to that group, more than $1.6 billion worth of toys comes in to the United States each year.

Gift-givers looking for union-made goods can find some familiar classics on the list.

Such products as Huffy bicycles; Flexible Flyer sleds and wagons; Scrabble, Life and Candyland board games by Milton Bradley; Etch-A-Sketch; infant toys and accessories by Century Products; Lionel model trains; and Golden Books all are union made. **See list, this page.**

Shoppers should check the labels carefully on all toys they buy, since such companies as Mattel and Fisher Price have domestic and foreign operations.

# New UAW-Mack Truck pact assures retiree health benefits

UAW members at Mack Trucks Inc. approved by a 2-1 margin a new three-year master agreement that assures lifetime health benefits for retirees.

"This is a vote of confidence in an agreement that makes important gains and protects rights and benefits that Mack Trucks workers struggled long and hard to get," said UAW Secretary-Treasurer Bill Casstevens, who heads the union's Mack Trucks Department.

The union was determined to protect the health care benefits of retirees, said Casstevens. Negotiators obtained a written commitment from the company that those benefits are "lifetime benefits."

The agreement also provides for improvements in vision care, the prescription drug program, dental care, mental health and substance abuse prevention for active workers. The union and the company agreed to work together to control health care costs.

Under the new agreement, the job and income security program will cover 90 percent of jobs in each bargaining unit. A provision protecting workers from plant closings, outsourcing and transfers of operations was extended for an additional 18 months.

The agreement also carries a wage increase and maintains a cost-of-living adjustment formula. UAW spokesman Karl Mantyla said wage rates now vary slightly depending on the location, but will reach parity under the contract.

Retirees also will receive three lump-sum payments totaling $900 and pension benefits were increased for persons retiring under the contract.

The new contract, which covers about 3,000 workers in Georgia, Maryland, Pennsylvania and South Carolina, expires Oct. 25, 1995.

# Unions upbeat in Press talks after Teamsters reach accord

**Continued from Page 1**

Committee began early in the negotiations to help coordinate the activities of the Press unions, including the assignment of Curtin by the AFL-CIO.

Agreements with the other unions will get the employees back to work pending approval of sale and operating plan by the U.S. Justice Department. The government's blessing is required before major changes can be made in federally supervised joint operating agreements.

About 600 members of Teamsters Local 211 struck the paper May 17 after months of futile negotiations, unfair working conditions and threats of layoffs. The company responded by locking out the other unions. The strike began on the day the Press planned to unilaterally institute the new delivery system for the Press and Post-Gazette. The contract expired Dec. 31, 1991.

Besides the IBT, the unions involved include printing pressmen, paper handlers and plate makers from the Graphics Communications Union, a mailers local and typographical division of the Communications Workers, Service Employees, Electrical Workers, Operating Engineers and Machinists.

The Newspaper Guild, which supports the Unity Council, represents workers at the Post-Gazette, but not at the Press. Because of the joint operating agreement, the strike and lockout stopped the printing of the Post-Gazette as well as the Press.

# ECONOMY

## No jobs being created despite jobless rate fall

By John R. Oravec

October's slight drop in the unemployment rate to 7.4 percent brought no cheer for tens of thousands of workers who lost their jobs in manufacturing and retailing as 9.3 million Americans sought work without finding any.

Although the jobless rate has dropped one-tenth of 1 percent each month since the 1992 high of 7.8 percent in June, there has been no discernible gain in jobs, the Labor Department reported.

Manufacturers cut payrolls by 56,000 in October as cutbacks totaled 225,000 over the last five months, while retailers lopped off 10,000 workers last month for a loss of 77,000 jobs since June. A number of major firms have since announced plans for further layoffs.

AFL-CIO President Lane Kirkland said the meager decline in the jobless rate is no real improvement.

"It merely reflects further shrinking of the labor force — the same trend that has been in effect since last June," Kirkland pointed out. "There is no increase in jobs, and major employers continue to announce layoffs at the rate of thousands per week."

"Clearly the nation needs new jobs," he said. "We need job-creating programs to rebuild our nation and to provide countercyclical financial support to state and local governments. These initiatives should be at the top of the list for President-elect Clinton and the new Congress."

Since the start of the Bush recession in June 1990, American workers have seen some 2 million jobs evaporate, AFL-CIO chief economist Rudy Oswald said. Manufacturing, construction and wholesale-retail trade were the hardest hit.

Oswald noted that the labor force shrank by 300,000 in October and was down 600,000 since June. He put the number of Americans affected by partial or total unemployment in October at 16.9 million — 9.3 million officially unemployed, 1.1 million jobless who have given up the search for jobs and 6.5 million working part-time because they could not find full-time jobs.

Based on that total, the real unemployment rate would be 13.2 percent.

The Labor Department said the construction industry added 20,000 jobs in October, resulting in part from the rebuilding activity after Hurricane Andrew.

Despite the upturn, the jobless rate for construction workers last month was 16 percent. In other key industrial sectors, the rates were 8.3 percent in manufacturing, 8.1 percent in retail and wholesale trades, and 8.6 percent in mining.

There was little change from September in jobless rates among major worker workers groups: adult men, 7.2 percent; adult women, 6.1 percent; whites, 6.5 percent; blacks, 13.9 percent; Hispanics, 11.8 percent. The rate for teenagers, with their labor force participation declining as many returned to school, the jobless rate dipped 2.1 percent 18.3 percent.

Five major states had jobless rates above the national average — California, 9.8 percent; New York, 8.7 percent; Michigan, 8.6 percent; Massachusetts, 8.4 percent; and New Jersey, 8.1 percent. Three other large states were at the national average of 7.4 percent — Florida, Pennsylvania and Texas. Illinois and North Carolina posted rates of 5.5 percent and Ohio was at 7.2 percent.

Before and after the Bureau of Labor Statistics compiled last month's jobs data in mid-October, several major corporations have announced pending layoffs and cutbacks. They include:

- BellSouth Corp., the largest regional Bell telephone company, will lop 8,000 jobs from its payroll of 97,000 within four years.
- Hughes Aircraft, citing a drop in Defense Department orders, announced it would reduce payrolls by 16,000 workers.
- Travelers Corp., which said it is losing its share of the home and auto insurance markets, will cut 5,000 white-collar workers.
- Other cutbacks are planned by American Express Co., 4,800 workers; Borden Inc., 3,400; Phar-Mor drug store chain, 2,000; Martin Marietta/Astronautics, 1,750; General Dynamics/Convair, 1,680; Westinghouse Corp., 1,400; Unocal, 1,145; Du Pont, 1,243, and Compaq Computer, 1,000.
- Worker layoffs of less than 1,000 each were announced by American Airlines, TWA, Northwest Airlines and McDonnell Douglas Corp.
- General Motors Corp. said it was stepping up plans to cut its payrolls with an early retirement plan affecting 21,200 blue-collar workers already on layoff.

Meanwhile, the Labor Department has disputed reports in the New York Post and the Wall Street Journal that the BLS national employment figures are out of whack.

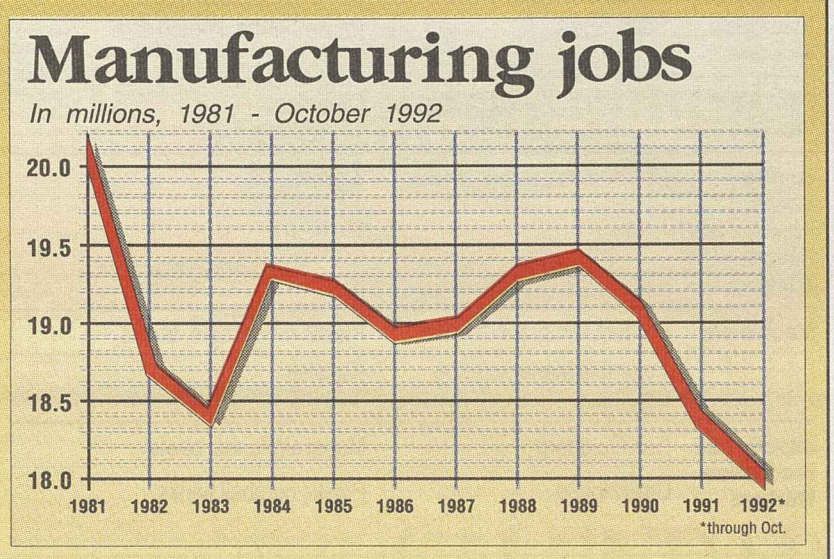
The Post suggested the administration was "cooking" the job statistics to make the economy appear better than it was to boost President Bush's reelection campaign.

The Wall Street Journal cited research showing a wide variation in payroll employment data between the BLS and the 50 states. In the March-July period, the jobs count by the states fell 377,000 while the BLS national payroll estimate rose by 400,000 — a difference of 777,000.

The California Department of Finance reported that state employment dropped by 850,000 in the last two years. But the federal data show the state had a lesser job loss of 670,000.

Some economists have complained that inaccuracies in the federal data fail to accurately portray the depths of the Bush recession.

### Significant statistics




Factory workers have watched more than 2 million good-paying U.S. manufacturing jobs disappear during the past 12 years, with most of the decline coming in the Bush administration, according to data from the Bureau of Labor Statistics. U.S. manufacturing payrolls were at 20.17 million when President Reagan took office in 1981 and then plunged to 18.43 million in 1983. Factories employed 19.44 million workers in 1989 before the Bush recession chipped away 1.4 million jobs, dropping manufacturing payrolls to 18.05 million by October 1992.

| | |
|---|---|
| **Unemployment picture** | |
| October rate | 7.4 percent |
| Jobless workers | 9.3 million |
| **Consumer price index** | |
| October | +0.4 percent |
| **Retail sales** | |
| October | +0.9 percent |
| **Industrial production** | |
| October | +0.3 percent |
| **Trade deficit** | |
| September | -$8.3 billion |

AFL-CIO NEWSGRAFIC

## Imports continue to surge as '92 trade deficit pushes $80 billion

The United States is headed for a 1992 foreign trade deficit in excess of $80 billion as imports surged to a new high in the third quarter, despite some gains in exports. Last year's trade gap totaled $65.4 billion.

For the first nine months of the year, Commerce Department data showed, the nation piled up a trade shortfall of $61.1 billion, up from $49.2 billion in the comparable 1991 period.

Thus far in 1992, the trade gap has widened in each quarter — rising from $14.7 billion in the first to $20.9 billion in the second and to $25.5 billion in the third.

AFL-CIO trade specialist Mark A. Anderson warned that unless the nation's flawed trade policies are revamped, the adverse pattern would continue. He said the trade gap could easily accelerate to $100 billion in 1993 and remain stuck at that menacing level for some time.

Analysts have estimated that 25,000 jobs are wiped out with each $1 billion of the annual trade deficit.

The Commerce Department reported that the September deficit was $8.3 billion, down slightly from August trade gap of $8.9 billion. Both figures represent the nation's worst monthly trade performance since November 1990.

Overall imports climbed to a record $46.5 billion while exports rose to a new high of $38.2 billion.

The September deficit in worker-intensive manufactured goods amounted to $9.2 billion, $900 million above the overall shortfall, with imports of $38.1 billion and exports of $28.9 billion.

On a country-to-country basis, the largest deficits were with Japan at $4.4 billion, China at $2.3 billion, OPEC at $1.1 billion, Taiwan at $0.9 billion and Canada at $0.8 billion. Trade surpluses were posted with Australia, $0.6 billion; Mexico, $0.5 billion; and Western Europe, $0.3 billion.

In other economic reports:

- The consumer price index for urban wage earners (CPI-W) rose 0.4 percent in October and were up 3.1 percent over the past 12 months.

The Bureau of Labor Statistics said food costs barely changed, but prices at the gasoline pumps climbed 0.7 percent from September. Gas prices are up 3.3 percent from a year ago.

Housing costs, basically rents, were up 0.5 percent and heating oil prices rose 0.3 percent.

Among major components of the index, medical care costs rose 0.5 percent from September and were up 7.1 percent over the year. The costs of miscellaneous goods and services shot up 0.8 percent and were 7.1 percent higher than in October 1991. Rising education expenses and tobacco prices were the prime cause of the increases.

- The real weekly pay of wage earners rose 0.4 in October after dropping 1.4 percent in September, the BLS reported. It attributed the gain to a 0.2 percent rise in average hourly earnings and a 0.6 percent pickup in average weekly hours.

Despite the last month's gains, real weekly pay is 0.3 percent below October 1991, BLS said.

- Industrial production rose 0.3 percent in October after declining in August and September, the Federal Reserve reported.

Capacity utilization edged up 0.1 percent to 78.5 percent, following two months of decline.

- Retail sales rose 0.9 percent in October, the sharpest gain since a 1.1 percent advance in July, the Commerce Department reported. Sales of durable goods, items intended to last three years or longer, were up 1.7 percent.

— John R. Oravec

Bill Burke/Page One Photography

**Labor veterans** Jim Shea, former AFL-CIO assistant director of research, and balladeer Joe Glazer conduct one of several sessions at the Education Department's Teaching about Unions and the World of Work conference, which attracted some 50 teachers to the George Meany Center for Labor Studies.

# Union Privilege adds magazine

Union Privilege is launching Union Plus magazine, featuring consumer news for union members.

The magazine will feature articles offering advice on money, health, leisure and family issues. Three test issues sent to 425,000 union members during 1992 were described by a majority of those surveyed as informative, useful and a valuable part of their union membership.

"Union Plus will help union members and their families with their lives when they are at home, off the job," said Union Privilege President David Silberman at a press conference Nov. 10. "Union Plus will be the only national publication that will reach a broad spectrum of members of AFL-CIO unions...It will be read by 2 million union members."

Union Plus will debut next April with a Spring 1993 issue and will be published quarterly. In addition to separate sections focusing on money, home, family, health and leisure, other features will include profiles of union workers engaged in interesting off-hours hobbies or activities and consumer buying information on products made by union workers.

The magazine will be mailed free to members of participating unions at their home address.

## Newsmakers

**Richard L. Trumka** was re-elected president of the Mine Workers in a ballot by the general membership Nov. 10. Trumka has served as president for two consecutive five-year terms and is a member of the AFL-CIO Executive Council. Vice President **Cecil E. Roberts** also was re-elected and **Jerry D. Jones** was elected to serve his first full-term as secretary-treasurer.

**Dominic A. Martell** was elected president of the Plasterers and Cement Masons, succeeding **Vincent Panepinto,** who retired. Martell, who had served as secretary-treasurer, was elected by the union's executive board on Nov. 11. His term will end in January 1994. A new secretary-treasurer has not been elected.

### AWARDS

AFL-CIO Director of Occupational Safety and Health **Peg Seminario** received the first **Lorin E. Kerr** Award from the American Public Health Association in recognition of her innumberable contributions to worker safety and health. Kerr, who died several years ago, served as director of safety and health for the Mine Workers and as president of the APHA. The **Alice Hamilton Award,** named after a pioneer of occupational health, was given to a group of trade unionists who fought for and won the passage of the 1971 Occupational Safety and Health Act: **Jack Sheehan,** Steelworkers legislative director; **Tony Mazzocchi,** former secretary-treasurer of the Oil, Chemical and Atomic Workers; **George H. R. Taylor,** retired AFL-CIO occupational safety and health director; **George Perkel,** retired safety and health director, Clothing and Textile Workers; **Howard McGuigan,** retired AFL-CIO legislative representative; **Allen Burch,** retired safety director, Operating Engineers; the late **Phil Doherty** of the AFL-CIO Industrial Union Department; and the late **Jake Clayman,** former president of the IUD.

**Alfredo C. Montoya,** executive director of the Labor Council for Latin American Advancement, received the Lifetime Achievement Award at the 10th Annual United States Hispanic Leadership Conference, Oct. 10.

**Dennis Chamot,** executive assistant to the president of the Department for Professional Employees, has been elected a Fellow of the American Association for the Advancement of Science. AAAS elects people whose efforts are scientifically or socially distinguished in the advancement of science or its applications. Chamot was honored for his service to the chemistry profession and employed professionals and for contributions to science and technology policy.

## Resources

### PUBLICATIONS

**Labor Struggle in the Post Office: From Selective Lobbying to Collective Bargaining,** by John Walsh and Garth Mangum details the formation of the Postal Workers. To order copies, send $20 (hardback) or $15 (paperback) to APWU Order Department, 1300 L St. N.W., Washington, D.C. 20005.

# Solidarity delivers union, contract for Latino drywallers

**Continued from Page 1**

The drywallers' contract with the Pacific Rim Drywall Association was quickly approved by that association's member contractors in Los Angeles and five other southern California counties.

The Carpenters expect other contractors to sign the agreement, which stipulates that the drywallers would drop their Fair Labor Standards Act complaints of overtime violations against drywall firms that agree to sign.

The contract agreement includes the workers' first health plan, as well as a substantial pay raise — from 4 cents a square foot to 7.5 cents a square foot — and the opportunity to raise wages another 20 percent by raising quality. And it expands the union base in the industry by providing incentives to union contractors.

For each additional 10 percent of the work that is done union — whether union contractors have more work or more contractors have gone union — the drywallers will get a pay raise of 1 cent per foot. The contractors were amenable to this incentive, says Carpenters Southern District Council Secretary Doug McCarron, because the more work at the union contract rate, the more competitive they will be.

"A lot of these contractors were union at one time," he says. "They remember the level playing field. They understand that they need a stable labor market. They know the work is done better with people who get training."

Contractors no longer will have to compete by driving the cost of labor down, dragging productivity and quality after it, McCarron said.

When a subcontractor underpaid him last fall, Jesus Gomez, a key strike leader and member of the negotiating committee, vowed it would not happen again. As many as 500 drywallers began attending daily planning meetings called by Gomez at Carpenters Local 2361 union hall.

When contractors hired replacement workers, the drywallers stepped up their strike activity with picketing, demonstrations and mass arrest, with the rallying cry of "Si, Se Puede" (Yes, We Can), which echoes from the farm workers of a generation ago to the more recent victories by the Service Employees in the Justice for Janitors campaign and the Machinists at American Racing Car.

"We knew it was going to be hard," Gomez said. "It would be hard to put aside enough money to strike effectively but we have been suffering for the past two years so we could suffer a little while longer."

Once the strike was under way and the Carpenters had volunteered the use of their hall, CIWA pitched in with a wide variety of ancillary support, such as legal assistance, help in publicizing the drywallers' plight and bridging relations between the Mexican-American community and other workers in the area.

Jose De Paz, CIWA executive director, assigned Legal Director Miguel Callabero and staff attorneys Cathy Loya and Russell Jauregui to assess the situation and to develop a strategy against the arrests and detentions by the Immigration and Naturalization Service and various police agencies.

The attorneys assisted the strikers in filing charges with the National Labor Relations Board charging seven major southern California developers and contractors with denying workers the right to strike and picket.

As the number of strikers grew to 4,000, the number of arrests exceeded 600. To secure legal representation for each arrest, CIWA coordinated a legal team of volunteer lawyers.

"Harassment by police intensified and hundreds of traffic citations were issued to drywallers for contrived reasons," said De Paz. "For example, an apple on the dashboard could warrant a citation for obstructing the driver's view and strikers riding on the back of pick-up trucks were cited for not wearing a seatbelt."

CIWA also helped publicize the plight of the drywallers that brought them widespread community support.

On two occasions, hundreds of strikers marched and demonstrated against the Los Angeles Police Department, and were joined by Hotel Employees and Restaurant Employees Local 11, Service Employees Local 399 and many other local unions and community organizations.

"For the last three years, CIWA has taken the message that true empowerment of the Latino community will be determined by the size of the paycheck at the end of the week, and that only through collective bargaining and representation by a union will that progress come," De Paz explained.

A Drywall Strike Fund also was established to assist strikers. More than 21 AFL-CIO unions and six Central Labor Councils in California contributed to the Fund.

# 'Solidarity Day West' boosts Frontier strikers

**Continued from Page 1**

health care and pension cuts. Among the major hotels in Las Vegas, only the Frontier and the Barbary Coast are not under union contracts.

The cause of the Frontier workers has been taken up by the AFL-CIO's Strategic Approaches Committee, which in recent years has coordinated campaigns against Pittston, the New York Daily News, Ravenswood Aluminum Corp. and Pittsburgh newspapers at the request of the unions involved.

"In all of its past successful actions, the committee has found that the seeds for victory were in the extraordinary solidarity of the workers themselves, as is the case here," said Jim Baker, executive assistant to AFL-CIO President Lane Kirkland.

Since the strike, not one worker has crossed the picket line to go back to work and nearly everyone is performing requested picketing duty.

Last January, 10 strikers walked almost 400 miles across the desert from Las Vegas to Los Angeles to publicize their plight. Supporters have included William Bennett, the owner of the rival Circus Circus casino, who provides food trucks to three shifts on the picket line.

Bennett said he did it to show his displeasure with the greed of the Elardi family. The other casinos have worked with their employees and their unions to build high-morale, low-turnover productivity that has turned the town around since the mid-80s, when union-busting efforts backfired.

Within the labor movement, the support has been extensive. In distributing information on the dispute, Kirkland asked every affiliated union to appoint a coordinator to help with the national campaign, Baker said.

More than 18 unions have joined the Frontier workers on the picket lines since the beginning of the strike. Most recently, hundreds of Chemical Workers marched from their convention to the Frontier in a show of solidarity. Several unions have made substantial contributions to the Frontier strike fund.

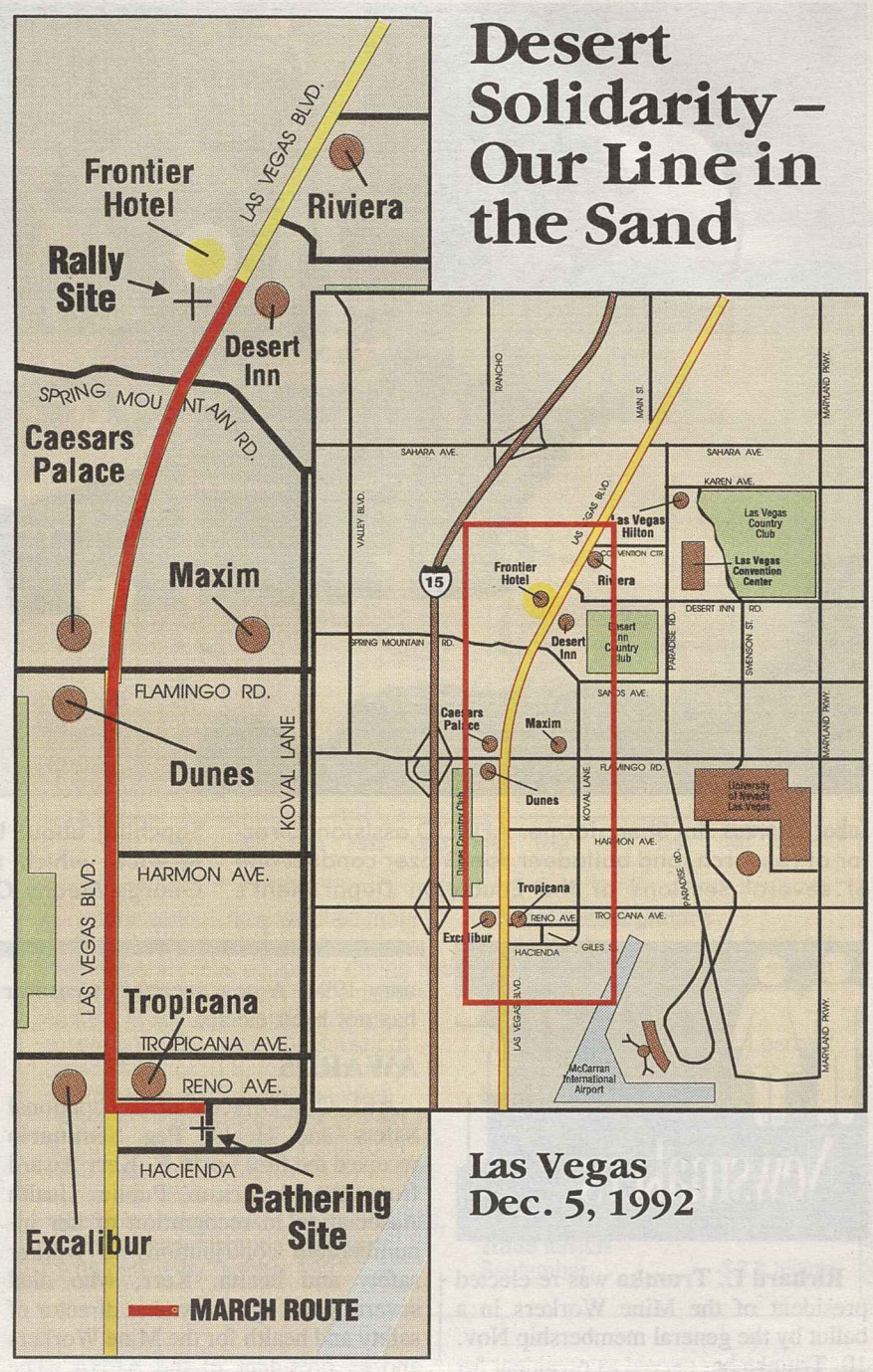
"All of labor is involved in this effort," said Vincent O'Brien, assistant director of the AFL-CIO Department of Organization and Field Services, who is coordinating the activity. "The Frontier will understand that we are united in drawing this 'line in the sand.' "

Besides affiliated unions, state and local AFL-CIOs have lent their support with staff assistance and material aid to the strikers.

Explained Gay Freeman of the Denver AFL-CIO about the two vanloads of unionists who were making the trip, "Solidarity is why this is going to happen. Tomorrow it may be your job."

Two well-known entertainers who attended Solidarity Day 1991, Willie Nelson and Anne Feeney, are expected to perform during Desert Solidarity, along with the Blues Brothers, Dixie, Trombone, Marimba and Stetson bands.

O'Brien said all speakers and entertainers will be visible and audible to those at the rally site.

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NOVEMBER 23, 1992

AFL-CIO NEWS

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Some 4,000 mostly Latino drywallers win a contract in Los Angeles in what Carpenters President Sig Lucassen calls the beginning of a new era after unions were busted out a decade ago.

**2** ***AFL-CIO cautions on investment plan***
Any plan to use pension funds to rebuild the nation's infrastructure should not endanger benefits for retirees and their families, Secretary-Treasurer Thomas R. Donahue testifies.

**3** ***Elmer Chatak elected new president of IUD***
Buoyed by the election and the success of coordinated campaigns, the Industrial Union Department elects a new team of President Elmer Chatak and Secretary-Treasurer Peter diCicco.

**4** ***UAW expands effort for Caterpillar pact***
Outside the plant, UAW members are taking Caterpillar's refusal to sign a contract to new audiences while, inside the plant, they're following a work-to-rule strategy.

**9** ***'Toycott' campaign targets 'Troll' dolls***
The AFL-CIO youth arm, Frontlash, is renewing its "Toycott" of products made in China, with a special emphasis this holiday shopping season on the popular "Troll" dolls.

**10** ***Drop in jobless rate masks deep problems***
The third straight month of a small drop in the nation's unemployment rate, to 7.4 percent, is no consolation to the 16.9 million Americans affected by partial or total unemployment.


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**The flawed trade deal** with Mexico could undermine U.S. job safety standards. **See Page 6.**


# AFL-CIO NEWS

VOLUME 37, NUMBER 25 — DECEMBER 7, 1992


# Union busting proves bad for business

AP photo

**Thomas McGrath,** head of the Teamsters newspapers division, signs the agreement with Blade Communications, new owners of the Pittsburgh Press, as union and Newspaper Unions Unity Council officials applaud.

**By James B. Parks**

Union busting is bad for business.

That's the bottom line in a study of companies that have adopted aggressive management strategies to attack unions and union wages. Anti-union tactics have backfired, costing millions of dollars, say the authors of "The Costs of Aggression."

The analysis by three City University of New York researchers found that tactics used to force lockouts at Eastern Airlines, Greyhound, Ravenswood Aluminum Corp., Phelps Dodge Corp., Pittston Co., the New York Daily News and Caterpillar Inc. proved to be "very expensive for the company and for its stockholders" and exacted a "high toll on the entire country."

During the "all-out war" on unions by some companies, the study says, executives rolled up huge corporate expenditures for increased security, expensive union-busting lawyers and the hiring and training of "permanent replacement" workers. Added cost accumulates when the stock market devalues companies that attack their work forces.

One key to the high cost of union busting is the sophisticated response by organized labor, the study showed. In six of the seven situations cited by the authors, the AFL-CIO Strategic Approaches Committee was asked by the unions involved to coordinate and facilitate campaigns to force the companies to negotiate.

In the Eastern Airlines strike, the authors found that former CEO Frank Lorenzo's systematic dismantling of the company and attacks on the Machinists broke a long tradition of IAM cooperation with management that had kept the company afloat, including literally billions of dollars loaned to the company in the form of wages deferred by the IAM and other Eastern unions.

Before forcing all the Eastern unions

**Continued on Page 8**

# Pittsburgh Press unions ratify pact

Workers at the Pittsburgh Press hope to roll the presses as early as the first of the year after all 10 unions overwhelmingly ratified a five-year contract with the newspaper's new owners. The union members have been locked out for the past six months.

The agreement, which still must be approved by the U.S. Justice Department, will get one of Pittsburgh's two daily newspapers back in circulation — and employees will have the economic security they sought.

"This contract protects the lives and futures of people throughout the community," said Teamsters President Ron Carey. "It provides working people with more job security and better pay, gives retirees added benefits and assures that the community can once again have daily newspaper service."

U.S. approval of the sale of the paper by Cincinnati-based E.W. Scripps Co. to Toledo-based Blade Communications Inc. is necessary because the Press published and distributed the Blade-owned Post-Gazette under a joint operating agreement.

The government ruling is expected by Jan. 15, but Carey has urged Attorney General William Barr to expedite the approval.

The agreement is "a vindication of our position," said George Curtin, coordinator of the Newspaper Unions Unity Council, which represents the Press unions. "If Scripps had negotiated in good faith, they could have gotten the same contract."

The settlement also was a victory for labor solidarity under the aegis of the AFL-CIO Strategic Approaches Committee, which at the request of the unions assigned Curtin and other

**Continued on Page 8**

# Thanks to labor

## *LA community appreciates union help*

**By Sharolyn A. Rosier**

Efforts by the Los Angeles AFL-CIO to help residents after the uprisings last May drew praise from political leaders, community activists and celebrities during a public ceremony Nov. 24.

"If you want a model of what it will take to make this city whole again, look at what the AFL-CIO has done," said Rep. Julian Dixon (D-Calif.). "No one has heard much about it, but their work has touched tens of thousands of families. That's powerful."

The Los Angeles AFL-CIO distributed more than 281,000 pounds of food to some 93,000 families and donated four computers, three printers, a freezer, an air conditioner and a Xerox copier to local community agencies.

In addition, the AFL-CIO Pension Investment Program is investing $75 million in rebuilding projects.

**Continued on Page 2**

Los Angeles AFL-CIO

**At salute** to labor are, from left: Rep. Julian Dixon; Armando Olivas, community services liaison; Rep. Maxine Waters; Carlos Ardon, CARECEN; and William R. Robertson, L.A. AFL-CIO executive secretary-treasurer.

# Labor, religion explore bonds of community

By Muriel H. Cooper

Organized labor and the religious community are seeking to nurture the relationship that advances the common goal of social justice and the common responsibility of helping others.

That alliance, which comes to the fore in times of crisis, needs to be tended during the rest of the year, labor and religious leaders agree.

"It takes time to build up a relationship with the religious community and its structure," unionists were told by Msgr. George Higgins, who began work in labor-religious cooperation during World War II and always encourages the two groups to agree on a carefully selected agenda.

Neither group should pretend to speak for the other on issues beyond that agenda, Msgr. Higgins said.

Trade unionists should be conscious that their members are members of churches and synagogues, said Michael Szpak, the AFL-CIO religion and labor coordinator who works full time in the field.

"That's the obvious starting point," Szpak says, "but it's one on which we can build because so many religious groups have positions and traditions of supporting a worker's right to collective bargaining."

Tips for union organizers on how to approach the religious community for support were presented at a seminar on "Developing Religious Community Support for Union Organizing" at the George Meany Center.

Clergy members from Protestant, Catholic and Jewish groups all stressed the importance for union organizers to know the church's agenda and to be willing to commit to an ongoing relationship.

"You must show the clergy that you are interested in what they are interested in. It's a two-way street," Msgr. Higgins said.

Steve Yarmola/AFL-CIO News

**Labor and religious** representatives confer at the George Meany Center on how to strengthen the natural alliances between them.

"There is much hope and promise in a good working relationship between our communities," said AFL-CIO President Lane Kirkland. He noted that unions have benefited when religious groups "have rallied with us for reasonable hours of labor, fair wages and safe working conditions."

Such was the case in the 1989 Pittston coal strike. After working for more than a year without a contract, the Mine Workers were forced to strike. More than 300 religious leaders signed a petition in support of a new contract for the miners who faced the destruction of their union.

"We ask all people of good will to stand in solidarity with the miners and to work for justice and reconciliation in their communities," the petition read. "Our support must be both prayerful and visible."

The religious community played a visible role in the congressional fight for an end to the "permanent" replacement of strikers, the Workplace Fairness bills that passed the House but fell victim to a Senate filibuster during the 102nd Congress. Many religious community representatives testified against the practice.

African-American churches in the South were instrumental in winning votes for the Workplace Fairness bill, said the Rev. James Orange of the AFL-CIO Industrial Union Department. Similarly, he said, letters to the owner of S. Lichtenburg Co. helped in getting that textile employer to agree to a first contract with the Clothing and Textile Workers.

"We are always exploring avenues for creating relationships with the religious community," Szpak said.

Conference speaker Sinclair Oubre, a union member and a Catholic priest, said trade unionists should let religious figures know how important their union is to them.

One effort to improve the dialogue between the two communities will occur in mid-December, when a traveling seminar sponsored by the AFL-CIO Education Department will help four seminary students learn the "social, theological and pastoral issues raised by collective bargaining."

The students will talk to workers involved in the Hood furniture dispute in Mississippi, where workers have been trying to negotiate a first contract with the furniture manufacturer since 1989.

Rev. Orange noted that such outreach work has caused some relationships to emerge with religious groups not previously known for overt pursuit of social justice themes. And that makes the continued outreach worthwhile, he said.

# Unions praised for Los Angeles helping hands

**Continued from Page 1**

"The AFL-CIO never left us. They didn't stop giving after some people lost interest in the riots," said Joyce Fiske, vice chair of CARECEN, an agency that aids Central American refugees and immigrants.

Bill Robertson, executive secretary-treasurer of the Los Angeles AFL-CIO, announced during the event the donation of two vans to relief efforts — one to CARECEN and another to the All People's Christian Center, a neighborhood center that provides services to all ages. The All People's Christian Center will use the van to transport children to and from child care facilities.

The labor outreach effort — appropriately called L.A. Basin: Operation Rebirth (LABOR) — has been successful because of the massive support from union volunteers, the American Red Cross and the L.A. Conservation Corps, said Armando Olivas, community services representative for the Los Angeles federation.

"We've been a part of this community for a long time," said Robertson. "We're going to continue helping people, whether it's popular or not."

## Youth jobs program

To help alleviate the alarmingly high youth unemployment rate in South Central Los Angeles, the county federation hired the Los Angeles Conservation Corps, a non-profit job creation program for minority youth, to bag food staples for distribution. The food bags included spaghetti, boxed macaroni and cheese, crackers, cereal, beans and flour.

Rep. Maxine Waters (D-Calif.) presented Robertson with a congressional resolution commending the federation's efforts.

Other celebrities joining in the tribute were Jayne Kennedy, actress, sports reporter and beauty queen; and Sheryl Lee Ralph of "Designing Women."

"These people were there when families had no food after the riots," actor Bill Overton said. "And thanks to the AFL-CIO, they've continued to help — well after the uprisings — with rent and mortgage assistance."

As founder of the Crossroads Academy and Theater in South Central Los Angeles, actress Marla Gibbs pointed to the great need for organizations such as the AFL-CIO to "keep on giving — especially to children in need because there is a need to heal, to communicate and thrive, regardless of income or color."

# USX may face $100 million back-pay bill

Some 1,900 former USX Corp. employees could receive more than $100 million in damages after a federal judge ruled that USX closed a plant in Utah to avoid meeting its pension obligations.

The U.S. District Court in Salt Lake City will consider damage awards separately and the decision could take months.

U.S. District Judge Bruce S. Jenkins ruled in Pickering vs. USX that the August 1986 closing of the Geneva Steel Works plant in Orem, Utah, violated the Employee Retirement Income Security Act, because the action was designed to avoid paying pension benefits.

USX closed the plant during a national strike, but did not reopen it after the strike ended. The plant was sold to Basic Manufacturing and Technologies in 1987.

The court ruled that 1,000 of the workers should still be accruing pension benefits, said Allan Young, an attorney representing the workers. The court also ruled that 200 workers in the layoff category who were not recalled to work would be entitled to back pay and pension benefits for the two years they were laid off, Young said.

Those rulings, plus mandated reimbursements for attorney fees, should raise the total to more than $100 million, he said.

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# UNION NEWS

## BCT, Hershey provide for family leave

A new three-year contract covering some 2,800 workers at Hershey Chocolate Co., in Hershey, Pa., calls for wage increases, incentives for using a new managed health care system and a progressive new policy on family and medical leave.

The contract, negotiated by members of the Bakery, Confectionery and Tobacco Workers Local 464, went into effect in mid-October, a few weeks before the old agreement was to expire. The new agreement calls for an initial across-the-board wage increase of 50 cents per hour, with 4 percent and 3.6 percent increases in the second and third years.

Employees who select a new managed health care plan will receive a $150 cash bonus this year and $75 next year. Workers still have the option to use the previous health plans.

Pensions benefits will increase by $3 per month for the first 25 years of service and $27 per month for all years thereafter.

The contract provision on family leave, or "traumatic life experience," allows an employee to be absent to care for a sick child, spouse or parent without penalty.

In the second year of the contract, a "family illness" clause will be added allowing an employee with children under age 14 to be absent for as many as four days and only be penalized for one day.

## Unions declare solidarity with Du Pont workers

Wearing ribbons and stickers declaring "Our Fair Share Now!" nearly 20,000 workers at E.I. du Pont de Nemours & Co. facilities showed their solidarity with the Mine Workers and the Oil, Chemical and Atomic Workers as the two unions prepare for negotiations with the giant company.

OCAW is set to begin bargaining at several refinery locations with Conoco, a wholly owned Du Pont subsidiary. The UMWA recently began collective bargaining with the Bituminous Coal Operators Association, which includes Consol, half-owned by Du Pont.

"Our union learned a long time ago that the only way to deal with the giant, multinational companies in the oil, chemical and atomic industries is to enter the battle united and prepared," said OCAW President Robert E. Wages.

"Our slogan is 'United We Bargain; Divided We Beg,' and we are sure as hell not going to beg," he said. "I trust the people at Conoco headquarters and those at Du Pont corporate headquarters will get that message loud and clear."

In addition to OCAW and UMWA, other unions taking part in the Nov. 19 protest were the Teamsters, Machinists, Chemical Workers, Grain Millers and an unaffiliated union. In all, the seven unions represent about 20,000 workers at 71 sites in 21 states.

IUE photo

**IUE President** William H. Bywater delivers the keynote address to delegates at the union's convention.

## IUE: Ensure workers share gains

**Miami Beach, Fla.**

The Electronic Workers convention, adopting a "workers' technology bill of rights," called on Congress to ensure that workers share in the cost savings and productivity gains that result from new technology.

"Management too often disregards how employees are affected" by changes in the workplace, IUE President William H. Bywater said, adding "new technology should improve quality and productivity in America's factories without replacing our most advanced technology, human labor."

The 574 delegates also approved constitutional changes and a financial resolution designed to strengthen the union's operations and services to members.

The financial resolution authorizes a shift from the IUE strike insurance fund to other IUE accounts, reallocates per capita payments based on a four-year budget and restructures dues levels.

In constitutional actions, delegates adopted a schedule calling for conventions to be held every four years, instead of every two, with interim leadership conferences on the legislative, political and economic concerns of IUE. They also voted to reduce the number of conference boards and councils.

In his keynote address, Bywater cited concerns about the proposed North American Free Trade Agreement, pointing out that the United States already has lost entire industries because it offers economic incentives to move production abroad.

"We in the IUE know first-hand what happens when our employers move south of the border in order to exploit the poverty of Mexico's workers and lax environmental regulation," he said, citing such major employers as General Electric Co., General Motors Corp., Litton Industries, Sylvania and others which have moved production to Mexico.

Far from aiding Mexican workers, NAFTA favors "the interests of Mexico's wealthy over the welfare of that country's impoverished majority," he added.

Delegates welcomed Sen. Tom Harkin (D-Iowa), who outlined ways the new Clinton administration and Democratic Congress can get the country moving again.

He called for "a strategy to create high-wage, high-skill jobs, and not the low-skill, low-wage path we're on now. What we want are well-paying, secure jobs where you can raise a family, educate your kids, buy a home, buy a car, take a nice vacation and retire in dignity with good health care."

Bywater and Secretary-Treasurer Edward Fire were re-elected to new four-year terms. Each was first elected in 1982. Gloria Johnson was re-elected chair of the IUE Women's Council.

In the furniture workers division, delegates re-elected President Willie Rudd over challenger Enio Carrion, president of IUE Local 76B.

Other speakers included Lenore Miller, president of the Retail, Wholesale and Department Store Union, and Marcello Malentacchi, general secretary of the International Metal Workers Federation.

## NLRB upholds BCT complaint on Keebler's double breasting

The National Labor Relations Board has upheld a charge by the Bakery, Confectionery and Tobacco Workers that the Keebler Co. is using a non-union subsidiary to circumvent its collective bargaining relationship with the union.

The NLRB set a hearing for February after issuing a complaint against Keebler in late October. BCT Local 253 in Cincinnati filed the original complaint, describing how Keebler had gone double-breasted through a company called Emerald Industries, Inc. Emerald is a Keebler subsidiary with locations in Florence, Ky., and Oxford, Pa.

The union said the Emerald management, machinery, baking equipment and production were previously located in Keebler companies and that Keebler had refused to disclose any information about Emerald to the union despite its requests.

"We have attempted to discuss Emerald with Keebler but we have been stonewalled by the company's absurd contention that it has no control over Emerald," said David B. Durkee, BCT executive vice president. The union previously has enjoyed a constructive relationship with Keebler management, BCT officials said.

"We will not stand by while the Emerald knife is at our throat," said Durkee. "If Keebler is allowed to pursue its union-busting strategy without strong opposition, then the good jobs we have fought so long for will be consigned to the history books, as rare as vinyl recordings and silk stockings. We will not allow that to happen."

## *Goody's clothes on boycott list*

Goody's Family Clothing Inc. has been placed on the AFL-CIO's national boycott list at the request of the Clothing and Textile Workers.

The company has made no serious effort to bargain with ACTWU on a first contract since the union won a January 1992 election to represent the 150 workers at the Knoxville, Tenn., distribution center. The company, which sells casual clothes at 125 stores throughout the South, is now expanding into Virginia and Ohio.

The union plans to leaflet at Goody's stores, calling attention to the company's anti-union actions.

Inbrief

## Job casualty figures show need for reform

New figures show the U.S. workplace remains far from safe, with much work to be done to fulfill the 1970 promise of a safe job for every worker.

The U.S. Department of Labor's occupational injury and illness statistics for 1991 showed that 3,465 workers were killed while 6.3 million more were injured or made ill on the job. The fatality figures are incomplete, the agency said.

The overall rate of reported illnesses and injuries did fall from 1990 levels, but "while the lower rates are good news, such injury and illness rates historically have fallen during recessions," said Peg Seminario, director of occupational safety and health for the AFL-CIO. "We saw a similar drop in the injury and illness rate during the recessions of 1974-75 and 1981-82.

"The fact remains that more than 6 million workers were injured or made ill by hazardous working conditions in 1991."

The statistics, released Nov. 18, detailed the sorry state of job safety and health in some of the most hazardous industries. For instance, the illness and injury rate increased substantially in meatpacking and auto production. That same rate increased noticeably for health workers as well, with 539,000 workplace injuries reported, including 308,000 in hospitals.

Cumulative trauma disorders continue to skyrocket — accounting for more than 60 percent of all reported occupational illnesses.

More than 220,000 workers were afflicted with new cases of carpal tunnel syndrome and other repetitive motion disorders in 1991.

Almost half of the reported injury and illness cases were serious enough for the injured worker to have work activity restricted or to lose time at work.

## Court asked to stay exposure limit ruling

Secretary of Labor Lynn Martin asked the 11th U.S. Circuit Court of Appeals Oct. 30 to stay its July 7 ruling vacating 428 permissible exposure limits for toxic substances.

A week earlier, the court had rejected the secretary's petition for a rehearing in the case, leaving the U.S. Supreme Court as the court of last resort for the department.

The Occupational Safety and Health Administration included the limits as part of the 1989 air contaminants standard, updating hundreds of limits set in the 1970s and putting initial limits on others previously unregulated. The court, in response to petitions by the AFL-CIO and other groups, questioned the rulemaking process for some of the limits and threw out all the permissible exposure levels (PELs).

## Confined spaces rule nears final approval

The Occupational Safety and Health Administration's confined spaces rule — under development since 1975 — was sent to President Bush's Office of Management and Budget four days before the election. OMB is the last step to final approval.

The rule would require employers to set up a permit system for working in confined spaces and provide respirators when too little oxygen or excessive gases or solvents are detected. It would not cover workers in agriculture, construction and some general industries.

OSHA first proposed the rule in 1989, and it has bounced between government offices since. The agency said Oct. 30 it planned to publish it in final form this year.

## Hamlet families share $15.1 million award

The 101 families of workers killed, injured or otherwise affected by the September 1991 fire at the Imperial Foods plant in Hamlet, N.C., reached a tentative settlement with insurance companies for $15.1 million, lawyers involved in the case said.

The blaze claimed 25 lives and left 54 others injured. Workers were trapped behind doors management kept locked to discourage theft. A hydraulic leak caused the fire.

The proposed settlement to be filed in state court asks that $15.1 million be set aside for the families, with an additional $1 million for future settlements or claims.

Imperial Food owner Emmett J. Roe pleaded guilty Sept. 14 to charges of involuntary manslaughter and was sentenced to 20 years in state prison.

## Two more IP mills cited for violations

Two International Paper Co. mills in Woronoco, Mass., were cited in late October for serious and repeat violations of federal workplace safety rules. The citations and a $226,000 fine came at the end of a two-month wall-to-wall inspection conducted by OSHA at the behest of mill workers and their unions.

"Once again, IP has refused to obey OSHA laws until the agency forces it," said Paperworkers President Wayne E. Glenn. "Since last August, OSHA has cited IP in three separate locations, including Woronoco. The same problems crop up in mill after mill, but the agency still refuses to call these chronic violations willful."

In the last three years, complaints from IP workers have led OSHA to issue citations and fines at mills in Jay, Maine; Selma, Ala.; Merrill, Wis.; Moss Point, Miss.; Corinth and Ticonderoga, N.Y.; Texarkana, Texas; Kaukauna, Wis.; and Georgetown, S.C. OSHA officials indicate citations stemming from a wall-to-wall inspection in progress at IP's Natchez, Miss., mill could come before year's end.

## Union Carbide fined $1.5 million in blast

The Occupational Safety and Health Administration and Union Carbide Chemicals and Plastics Co. Inc. have settled on a $1.5 million penalty for the company in the aftermath of a March 1991 explosion and fire.

One worker was killed and 32 injured in the mishap. OSHA originally proposed penalties totaling more than $2.8 million for circumstances that included 112 willful violations of worker safety regulations.

The settlement covers Union Carbide's ethylene oxide production facility in Seadrift, Texas, where the accident occurred, and a similar facility in Taft, La. The two plants employ 2,800 workers. It includes an assurance by the company to institute a series of workplace safety procedures.

## Electronic injury reporting test set

Seven states are expected to undertake testing of an electronic injury reporting system designed to cut paperwork and errors by workers' compensation agencies.

Under the Electronic Data Interchange project, insurers and employers can report information to state agencies electronically and in a standardized format, easing comparison and duplication problems.

South Carolina, which has taken part in a yearlong test of the system, is ready to test the program. North Carolina, Wisconsin and Illinois are expected to join the program by spring, along with Minnesota, Florida and California.

## OSHA reopens period for asbestos comments

The Occupational Safety and Health Administration on Nov. 3 announced an additional 60 days for public comment on proposed revisions to its asbestos standards.

The proposed rules cover options for informing 2 million building service and maintenance workers regarding potential exposure. The agency is seeking comments on worker exposure in public and commercial facilities, as well as the scope of the presumed asbestos-containing materials list, current practices and records and application to activities in shipyards.

Information and comments should be sent in quadruplicate by Jan. 3, 1993, to the Docket Office, Docket H-033e, Room N-2625, OSHA, U.S. Department of Labor, 200 Constitution Ave. N.W., Washington, D.C. 20210. Comments of 10 or fewer pages may be faxed to 202/219-5046, provided that the original and four copies of the comment are sent to the docket officer immediately.

# AIW determined to vanquish union busting

By Sharolyn A. Rosier

An Allied Industrial Workers local in Decatur, Ill., is grappling with a situation at A.E. Staley Manufacturing Co. that has all of the ingredients of the worst of the union busting of the 1980s.

- A multinational employer — the British Tate and Lyle PLC, the parent of Staley — is seeking to take advantage of a U.S. labor law that permits employers to use methods that are illegal or unacceptable in other nations.
- Staley brought in one of the nation's law firms most notorious for advising employers on union busting — Seyfarth, Shaw, Fairweather and Geraldson.
- The company opened negotations last August by trying to undermine seniority, put everyone on rotating shifts, reduce premium pay, limit promotions, subcontract out work and restrict the grievance process.
- Staley joined with its Decatur neighbor, Archer Daniels Midland Co., to build a pipeline between the corn-processing plants of the two firms, thus keeping starch slurry flowing directly from ADM in case of a strike or lockout.
- The company has begun to ignore numerous safety and health and environmental health regulations.

"We're determined not to become another victim of the union-busting scourge that has swept this country in recent years," said AIW Local 837 President Dave Watts.

Watts said another signal of Staley's intentions was the hiring of a new director of labor relations from an International Paper plant in Maine, where 1,200 workers were locked out and permanently replaced.

Although the union vowed not to go on strike, Staley began to train replacement workers that could be used in a lockout. Tate and Lyle also owns Domino Sugar and Western Sugar in the United States and Redpath Sugar in Canada — a corporate size and strength that makes it easier to outlast workers it has decided to be rid of.

Although a lockout has not occurred, Staley suspended key parts of the contract that expired Sept. 30. AIW members have rejected the company's most recent contract proposal.

In 1991, the Occupational Safety and Health Administration levied safety violation fines of $1.6 million against Staley. The previous year, a maintenance worker died after being overcome by toxic propylene oxide fumes.

Two hours before his death, he complained that "something has to be done about the propylene oxide problem because tragedy is just around the corner."

The death prompted a comprehensive OSHA examination that found 298 serious safety violations.

Staley has admitted to the Environmental Protection Agency that it dumps huge amounts of toxic substances into the air and water. In 1990, dumping included 337,500 pounds of ethylene glycol into local waters, 11,400 pounds of hydrochloric acid and 12,700 pounds of sulfuric acid into the air and water.

An AIW brochure asks supporters to write Tate and Lyle to protest its labor policies and the persistent safety problems in Staley's operations. The brochure also takes Tate and Lyle to task because of the admitted toxic dumping at Staley and some of the operations of Domino Sugar and Western Sugar.

## PPO established for 1,700 in Armstrong pact

A new three-year contract for 1,700 workers at Armstrong World Industries in Lancaster, Pa., was ratified by members of the Rubber Workers and Machinists after a successful effort to retain and improve the health care program.

"The company wanted to cut back the health plan for current employees, institute co-pays as high as 50 percent for future retirees and eliminate retiree health benefits for new hires," said Bob White, bargaining coordinator. Armstrong contracts are negotiated by a coordinated bargaining committee under the auspices of the AFL-CIO Industrial Union Department.

Instead, the workers won lower premiums and improved health care services under a new Preferred Provider Organization for current employees, with co-pays of only 10 percent.

The contract also includes 3 percent raises each year, increased pension benefits and improvements in vacation, shift differentials and disability benefits.

# Labor insists worker rights key to world economy

By John R. Oravec

The changes that emerge with the restructuring of the new world order must take into fuller account the role of workers and concerns for basic human rights, trade union representatives advised international economic development organizations.

Those key points were brought out by U.S. and international labor groups at a four-day Washington seminar conducted by the International Monetary Fund and the World Bank.

Closer to home, AFL-CIO Secretary-Treasurer Thomas R. Donahue, addressing an Interamerican Development Bank conference, stressed that markets must be channeled in directions so national economies serve the people — not the other way around.

At the IMF/World Bank sessions, the international labor groups called on the institutions to condition their awarding of development loans on human and worker rights protections by member countries.

They urged the two autonomous Bretton Woods agencies to consult more frequently with unions on devising social safety nets when working with member countries.

Besides AFL-CIO representatives, the IMF/WB seminar drew trade unionists from 23 countries from all parts of the world, including members of the International Confederation of Free Trade Unions, the World Confederation of Labor and international trade secretariats.

At the Interamerican Bank conference, Donahue noted that unions and their members throughout the world have become more interdependent with the spread of multinational corporations and the growing internationalization of national economies.

"We define ourselves as internationalists," Donahue said. "We believe that the destiny of workers in Pittsburgh and Los Angeles is linked to the workers in Mexico City and Toronto and Buenos Aires, and indeed to those in Prague and Lusaka as well."

In the Western Hemisphere, Donahue said, some governments have decided to turn their countries into cheap labor bazaars for multinational corporations by keeping their workers poor, frightened and vulnerable to exploitation.

It no longer matters where a multinational is headquartered, because its overriding interest is to invest where profits are greatest and workers' wages and benefits are cheapest, he pointed out.

Donahue noted that the U.S.-owned maquiladora plants of northern Mexico are a clear example of the exploitation by the multinationals.

The jobs of hundreds of thousands of U.S. manufacturing workers have been transferred to the maquiladoras, where Mexican workers are stuck with about 10 percent of the U.S. wage scale, he said.

"For Mexico's economic elite, the maquiladoras have been a dazzling success," Donahue noted. "They have been the country's second largest earner of foreign exchange."

But their less affluent neighbors are paying the price as the companies that operate the maquiladoras have turned the area into "a sinkhole of abysmal living conditions and environmental degradation," according to a Wall Street Journal report Donahue cited.

"The U.S. trade union movement has no quarrel with our Mexican brothers and sisters who work in the maquiladoras," Donahue pointed out. "Our quarrel is with an international system that effectively forces down wages on both sides of the border and with the U.S. and Mexican trade union movements' inability to do much about it."

He said trade union movements of the Western Hemisphere cannot wait nor rely on governments to react. When they "fall prey to the siren call of market theory" trade unions are the only institutions that stand up for the great majority of the people.

National identities should be preserved, Donahue said. "But we should not let national sovereignty be used as an excuse to oppress working people, despoil the environment and trample on democratic rights."

He cited the Bush administration's North American Free Trade Agreement as a flawed double standard.

"When we have called for workers' protections that are enforceable by trade actions, some of NAFTA's strongest supporters in this country cry out that this would infringe on the sovereignty of member nations," Donahue said.

"Yet when it comes to the rights of capital, NAFTA provides powerful transnational protections for intellectual property and for the resolution of investment disputes. National sovereignty falls by the wayside," he told the Interamerican Bank conference.

Labor participants in the IMF/WB conference included ICFTU President Leroy Trotman, General Secretary Luis Anderson of the Inter-American Regional Organization of Workers, as well as AFL-CIO representatives Anne Knipper, Rudy Oswald, John Zalusky and Phil Fishman.

Raymond Crowell/Page One Photography

**Christina Chihana** accepts the Robert F. Kennedy Human Rights Award on behalf of her husband during ceremonies in Washington as AFL-CIO President Lane Kirkland and Kerry Kennedy-Cuomo look on.

# Chihana, facing jail, hailed for good work

Honored by the international community for his commitment to human rights, Malawian labor leader Chakufwa Chihana is awaiting a verdict in his trial on three counts of sedition by a government-controlled court in his native land.

On Nov. 20, just after the trial, Chihana received the Robert F. Kennedy Human Rights Award during ceremonies in Washington.

Chihana is "one who not only stands ready to die for the cause of democracy and human rights, but who also has the courage to keep on living and fighting against the odds at a time when life truly is 'more terrible than death,' " AFL-CIO President Lane Kirkland said during the award ceremony.

"Upon him rest the deepest and most enduring aspirations in the hearts of Malawian workers — aspirations that may be suppressed for a time, frustrated often, but never permanently stilled," Kirkland said. "We are proud to stand with him and to call him our brother in trade unionism."

Accepting the award on her husband's behalf, Christina Chihana thanked the AFL-CIO for keeping world attention focused on his plight and that of Malawi's other pro-democracy activists. The regime of Malawi dictator Hastings Banda allows Chihana to move freely about Malawi, but he cannot leave the country.

Chihana, secretary general of the South African Trade Union Coordination Council, was arrested April 6 as he was returning to his home in Malawi after meeting with opposition forces outside the country. At the time of his arrest, he also was chairman of Malawi's Interim Committee for a Democratic Alliance.

Chihana was held for three months without trial before being released pending trial. His trial ended on Nov. 12.

Government-inspired attacks against Chihana and pro-democracy groups increased during the trial. Chihana was assaulted by rock throwers who shattered the windshield of his car as he left the courthouse Nov. 4. A week later, two persons were killed when pro-democracy demonstrators were attacked by the youth wing of Malawi's ruling party.

Concern over Chihana's arrest and Malawi's record of human rights abuses led the AFL-CIO this summer to urge the U.S. and other nations to withhold economic aid until he is released and political repression in Malawi is ended.

The U.S. government's "old policy of benign acquiescence is an anathema in today's world of rapid change" said Patrick O'Farrell, executive director of the AFL-CIO's African American Labor Center. "The recent events in Malawi are not a new twist in the governance of that country. They should be viewed as the most recent examples of the excesses of an undemocratic regime."

# NABET vote clears merger with CWA

In a move that shores up collective bargaining strength in the broadcast industry, members of the National Association of Broadcast Employees and Technicians approved a merger with the Communications Workers.

CWA represents more than 600,000 workers in telecommunications, printing and broadcast industries, health care and the public sector. NABET represents about 9,000 U.S. workers, primarily in broadcasting.

NABET members overwhelmingly expressed their approval on a 4,820-413 vote. The action does not involve the 6,800 members of NABET in Canada.

"With this merger, CWA is better prepared than ever to address the needs of working people in the information industry," CWA President Morton Bahr said. "As the lines between telecommunications, cable TV and newspapers become more and more blurred, it is vital that workers in the industry stand together."

NABET International President James P. Nolan echoed Bahr, saying "the future of both NABET and CWA will best be served by this action. The attainment of each union's goals will be greatly enhanced by this move."

The merger forms a strong foundation for representation of workers in the industry, and broadens the base for organizing new members, the unions said. CWA's media division includes another news union — the International Typographical Union — which had 38,000 members when it merged with CWA on Jan. 1, 1987.

The NABET convention in October 1990 directed the union's officers to study merger possibilities. The union's executive council had recommended the action after a year of meetings with CWA officials to hammer out an acceptable agreement.

Nolan and Bahr will meet within 15 days to formalize the affiliation/merger agreement, which calls for NABET to become a sector of CWA on Jan. 1, 1994.

# ECONOMY

## Modest growth in GDP no boon to employment

By John R. Oravec

The U.S. economy flashed a few positive signals of pulling out of the Bush recession, now in its 30th month, but the likelihood of early recovery from the lingering toll of high unemployment is lacking.

The Gross Domestic Product advanced at an annual rate of 3.9 percent in the third quarter and the government's index of leading economic indicators rose 0.4 in October.

However, there are no indications those gains will translate into needed job growth in the near future. There has been no improvement in recent months in either of the two official measures of employment.

Although some analysts — particularly economic advisers in the lame duck Bush administration — claimed that the economy pulled out of the recession months ago, the National Bureau of Economic Research has yet to make the call.

"NBER is like the fat lady," one analyst said. "It ain't over until she sings."

AFL-CIO chief economist Rudy Oswald noted that "even with the upturn in the Commerce Department's revised GDP statistics, there was no employment gain in the third quarter."

A contributing factor to the GDP rise was the increase in government purchases, including a $4.3 billion gain in military hardware, which likely will not recur soon, Oswald observed.

"There is still a need for vital economic stimulus after years of neglect," he said.

On the plus side, the index of leading indicators — a measure of future economic activity — rose in October after dropping in three of the four previous months. Six of the 11 indicators contributed to the upturn, including a drop in initial weekly unemployment claims.

However, the Labor Department reported that initial claims in the week ended Nov. 7 exceeded 400,000 before seasonal adjustment to match the rates encountered during the depth of the recession.

Later in November, a number of medium and large corporations announced plans to lay off tens of thousands of workers:

- Westinghouse Electric Corp. disclosed Nov. 23 it would sell its financial services unit and four other businesses affecting some 23,000 workers.
- The same day, Boeing Co. said it would lop off 2,500 jobs next year under a scheduled cutback in the production of its 757 and 767 jetliners.
- On Nov. 20, Monsanto Co. said it will reduce its work force by 3,200 as part of a worldwide reorganization plan.
- Other layoffs announced in November include 575 management staff at American Airlines and about 800 workers at Reynolds Metals Co.
- General Motors Corp., implementing earlier announcements that it would eliminate 74,000 jobs by 1995, revealed the names of nine plants on the chopping block. Some 18,000 workers would be affected in that phase of the shutdown. The nine plants are at Flint, Kalamazoo and Livonia, Mich.; Wilmington, Del.; Syracuse, N.Y.; Trenton, N.J.; Euclid, Ohio; Sioux City, Iowa; and St. Catharines, Ont.

Meanwhile, the Conference Board reported that its help-wanted index rose 2 points in October to 92, but was still well below the 149 mark in December 1989.

A panel of analysts assembled by the UCLA Institute of Industrial Relations predicted slow job growth in 1993 while the unemployment rate would remain above 7 percent throughout the year.

They foresee a weak recovery for the economy, which is still reeling under the debt burden accumulated during the Reagan and Bush administrations.

Concerns also were raised by Bush's North American Free Trade Agreement, with the warning that the loss of U.S. manufacturing jobs to Mexico would be exacerbated by the trade deal.

Revised numbers from the Commerce Department showed the U.S. merchandise trade deficit widened in the third quarter to $26.5 billion, the worst imbalance since the fourth quarter of 1990.

The Treasury Department said it is expecting the trade deficit to widen in 1993 because of a "less buoyant outlook for exports."

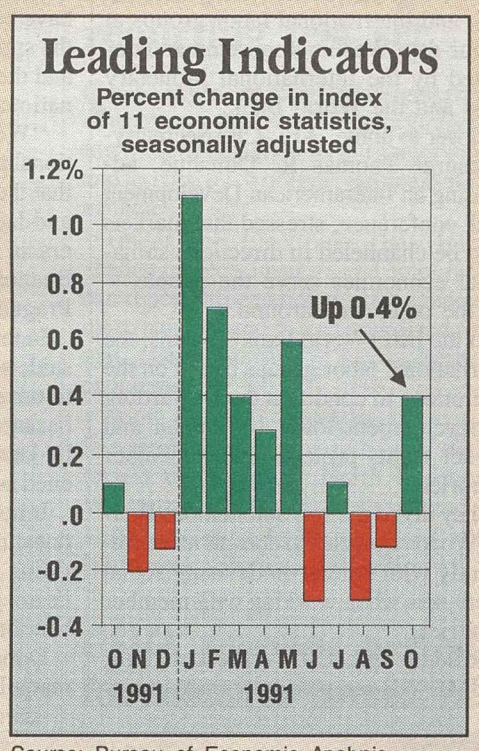
In other economic reports, the Commerce Department said orders for durable goods rose 3.9 percent in October to $124.4 billion. However, machine tool orders plunged 24.9 percent from September to $207.1 million.

Construction spending edged up 0.5 percent in October to an annual rate of $378 billion. While it was well above the year-ago level, construction spending remains far off the pace of $465 billion in early 1990.

Even though home mortgage rates are at the lowest level in three decades, new home sales plunged 10.3 percent in October to a seasonally adjusted annual rate of 600,000 after five monthly increases. Housing starts also dropped from the September level 1.1 percent for a weak annual rate of 1.2 million units.

### Significant statistics

After running flat for months on end, the U.S. economy showed signs of finally pulling out of the Bush recession. The government's index of leading economic indicators rose 0.4 percent in October, following declines in August and September. Earlier symptoms of an economic turnaround came with the third-quarter rise in the Gross Domestic Product to an annual rate of 3.9 percent. However, the employment outlook remains murky with payrolls in the goods-producing sector down 333,000 in October from the year-ago level, and off by 1.78 million since the onset of the recession in June 1990.




Source: Bureau of Economic Analysis

| | | | |
|---|---|---|---|
| **Housing starts** | | **Help wanted ads** | |
| October | -1.1 percent | October index | 92 points |
| Units (annual rate) | 1.2 million | October 1989 | 140 points |
| **Durable goods** | | **Trade deficit** | |
| October orders | +3.9 percent | Third quarter | $26.5 billion |

AFL-CIO NEWSGRAFIC

## NAFTA could jeopardize health, safety standards, unions warn

The lame duck Bush administration's trade deal with Mexico could seriously undermine U.S. worker safety and health standards, unions warned.

The North American Free Trade Agreement fails to address directly occupational hazards as well as environmental abuses, even though President Bush has insisted that "NAFTA maintains this nation's high environmental, health and safety standards."

Labor Department officials contend that side agreements on job safety and health being batted about in "parallel track" negotiations should be sufficient to safeguard worker standards in the United States, Canada and Mexico.

Unions strongly disagree, warning that Mexico's woefully lacking worker standards could become the prevailing norm in the three countries.

AFL-CIO international economist Mark A. Anderson pointed out that NAFTA allows the signatory nations to establish "appropriate" levels of protection for safety and health.

However, Article 905 of the agreement also requires member nations to use international standards that are generally less stringent than U.S. standards, he said. With that provision, a member nation may challenge the stiffer safety standards as a restraint of trade.

UAW safety director Frank Mirer said that without safety protections written directly into the agreement, it will encourage U.S. companies to relocate production jobs across the border.

"U.S. jobs are on a fast track to Mexico and Mexican labor standards are on a fast track back here," Mirer said.

The loss of factory jobs will bring pressure to lower U.S. labor costs, including reductions in the cost of occupational safety. Management already is wielding the specter of low Mexican labor costs to intimidate American workers, Mirer charged.

Also lacking in the NAFTA are adequate safeguards for the environment without addressing the rampant pollution emanating from the hundreds of American-owned maquiladora plants along the U.S.-Mexico border, which employ more than 500,000 workers.

Despite numerous reports about how the maquiladora workers are forced to endure horrid living conditions surrounded by polluted sinkholes, Anderson noted that the 2,000-page NAFTA document devotes just two paragraphs to preserving environmental standards.

The first paragraph states that it's inappropriate to use lax environmental standards as an investment incentive, Anderson said. The second paragraph suggests that if a member nation does so use the environmental standards, the parties can consult.

### Steel subsidy duties

American steel producers and workers welcomed the Commerce Department's move to impose temporary duties on flat-rolled steel imports from 12 countries that provide federal subsidies to their mills.

The action came after several months of investigation to confirm charges that the massive subsidies by foreign governments are undercutting the fair trade of steel in the U.S. market.

Additional import duty proceedings are expected in January against 20 countries on charges of dumping steel in the U.S. market at unfair prices.

Steelworkers President Lynn Williams noted that despite several years of voluntary restraint agreements with U.S. trading partners, unfair subsidies and dumping continue to exist.

Since 1979, Williams pointed out, 204,000 American steel production jobs have been lost and steel plant payrolls shrank more than 67 percent.

"American industry and labor have radically restructured," he said. "Major investments in the industry have turned its productive facilities to be world class in competitiveness."

The 12 countries cited for trade violations are Brazil, Britain, France, Germany, Belgium, Sweden, Spain, Italy, Argentina, South Korea, New Zealand and Mexico.

Their countervailing duties will range from less than 1 percent to 59 percent.

Imports had been limited under the voluntary restraints, which the Bush administration allowed to expire Mar. 31.

Bill Burke/Page One Photography

**Toycott Coalition** representatives urge shoppers at a Wheaton, Md., toy store to leave Troll dolls on the shelves this holiday season to protest human rights abuses in China. Production of Trolls began in China after widespread reports of forced prison labor and other abuses. Frontlash Executive Director Cheryl Graeve, shown above, participated along with Michelle Cheng, president of Support Democracy in China, in an eight-city satellite media tour to publicize the effort. Leafletting took place Nov. 27 in San Francisco; Seattle; New York; Indianapolis, Ind.; Tucson, Ariz.; Laramie, Wyo.; and Miami.

## Newsmakers

**Joe Uehlein,** formerly special projects director for the AFL-CIO Industrial Union Department, has been promoted to executive assistant to new IUD President Elmer Chatak. As special projects director, Uehlein spearheaded the international effort in the successful campaign against Ravenswood Aluminum Corp., among other projects.

Farm Workers President **Cesar Chavez** was joined by Red Apple Group Chairman **John Catsimatidus,** entertainer **Mirian Colon** and **Kerry Kennedy-Cuomo,** executive director of the Robert F. Kennedy Memorial Center for Human Rights, in a Nov. 23 demonstration in New York City's Columbus Circle urging people to boycott California table grapes during the holiday season.

AFL-CIO Community Services Director **Joe Velasquez** received a $20 donation to the federation's Hurricane Andrew Relief Fund from students at the Harry P. Thompson Middle School's Spanish Club in Syosset, N.Y. The donation, which the students raised from a bake sale, was passed along by school advisor **Elaine Buckley**.

### AWARDS

AFL-CIO President **Lane Kirkland,** in Warsaw for a scheduled meeting on economic change in post-Communist countries, received an unscheduled honor. During the meeting of East European trade unionists at Belweder Palace, Poland President **Lech Walesa** surprised Kirkland by naming him Commander of the Order of Merit of the Republic of Poland. The host for the event was Solidarnosc President **Marian Krzaklewski**.

**Philip Fishman,** assistant director of the AFL-CIO department of international affairs, was named to the 1992 "Hall of Honor" by the International Labor Organization. Fishman was recognized along with six others for their "varied and significant contributions through ILO toward achieving world peace and stability founded on justice."

### DEATH

**Richard E. Shoemaker,** who campaigned vigorously for national health insurance from the early 1950s until he retired from the AFL-CIO staff in 1982, died of cancer Nov. 19 at Holy Spirit Hospital in Camp Hill, Pa. He was 78.

Shoemaker joined the federation's former Department of Social Security in 1962 as an assistant director, specializing in pension and health care issues. He also had been a health services consultant to the National Council of Senior Citizens.

He worked for the Labor Department in the early 1940s before serving in the Navy during World War II. In 1948, he became the legislative representative of the CIO's Government and Civic Employees Organizing Committee.

During the 1950s, he was with the Committee for the Nation's Health and taught labor studies at Pennsylvania State University. He served with the Pennsylvania Department of Health before joining the AFL-CIO staff.

Shoemaker was a member of the Newspaper Guild and had a degree in economics from Yale University.

Survivors include his wife Anna Maria and a stepson, Alfred E. Tatic.

## *Donahue to lead labor delegation at Clinton economic conference*

Labor will participate in a Dec. 14-15 economic conference called by President-elect Bill Clinton in Little Rock, Ark.

AFL-CIO President Lane Kirkland appointed Secretary-Treasurer Thomas R. Donahue to lead a labor delegation to the conference, which also will include business leaders and economists.

The economic conference will highlight what Clinton has said will be his top priority after inauguration — boosting the nation's sagging economy.

Kirkland also appointed his assistant, Susan Dunlop, to coordinate AFL-CIO communications with the Clinton transition team, which has been organized into various groups to examine policy as well as the structure and activities of federal agencies.

Meanwhile, a Democratic loss in a special Senate runoff election in Georgia deprived the Democrats of the opportunity to retain a seat when Republican Paul Coverdell defeated incumbent Democrat Wyche Fowler by a narrow margin.

A Dec. 4 victory by North Dakota Democrat Kent Conrad in the special election to replace the late Sen. Quentin Burdick would enable the Democrats to maintain the 57-43 edge they had in the Senate in the previous Congress.

## Resources

### CONFERENCES

A **Collective Bargaining** workshop by the education and training arm of the American Arbitration Association will be held Jan. 27-29, 1993, in San Diego. For more information contact AAA's Department of Education and Training at 212/484-3233.

SUNY Empire State College and several co-sponsors are seeking contributions to a June 16-18, 1993, conference on **Higher Education and Work Force Development**. For more information contact: Dr. Timothy Lehmann, Director, National Center on Adult Learning, SUNY Empire State College, One Union Ave., Saratoga Springs, N.Y. 12866-4310 or telephone 518/587-2100.

The Southwest Labor Studies Association is accepting proposals for papers, workshops or performances related to labor's heritage, labor in a changing economy and labor in society in conjunction with an April 30 conference at the University of Redlands, Redlands, Calif. Proposals should be submitted by Dec. 21 to Hub Segur or Dianne Layden at Whitehead Center, University of Redlands, P.O. Box 3080, Redlands, Calif. 92373, telephone 714/335-4068.

### PUBLICATIONS

**Worker Education and Training in Oregon: The Challenge for Labor** is a case study on the quality of worklife in Oregon. The report was prepared by the Oregon AFL-CIO and the Labor Research and Education Service of the University of Oregon. Copies are available from the Labor Education and Research Center, 1675 Agate St., Eugene, Ore. 97403-1289 or by calling 503/346-5054.

**A Union Trains for the Future** by John Goodman is a case study of the training programs begun in 1969 by the Laborers union and the Associated General Contractors. A reprint of the article from the October 1992 issue of **Training & Development** is available from the American Society for Training and Development, 1640 King Street, Box 1443, Alexandria, Va. 22313-2043.

**Labor Struggle in the Post Office: From Selective Lobbying to Collective Bargaining,** by John Walsh and Garth Mangum covers the formation of the American Postal Workers Union. To order copies send $20 (hardback) or $15 (paperback) to APWU Order Department, 1300 L St. N.W., Washington, D.C. 20005.

**Children's SSI Campaign** has launched a nationwide effort to find families with disabled children who qualify for Supplemental Security Income and urge them to apply for the money and medical care available through SSI. Campaign Action Kits, including full-size posters, flyers and fact sheets, are available from the Children's SSI Campaign. Call 202/467-5730.

**Grievance Mediation: A Union Member's Guide** is a new publication from Penn State's Department of Labor Studies and Industrial Relations which explains the grievance process and provides sample contract language. For copies, contact the Dept. of Labor Studies and Industrial Relations, Pennsylvania State University, Old Botany Building, University Park, Pa. 16802.

# Union busters fail, study shows

**Continued from Page 1**

to strike and effectively closing down the airlines in March 1989, Lorenzo set aside $50 million to hire mechanics, security guards and airport-service personnel to stand by as replacements. The company lost $853.2 million in 1989 and was forced to shut down operations completely in January 1991.

In the Greyhound strike, the company's owners set aside $54 million in a strike fund and borrowed another $25 million. The first quarter losses amounted to $56 million and six months later the company filed for reorganization under bankruptcy protection.

In the first nine months of the strike, the company lost more than $105 million and spent up to $100 million more on financial reorganization and defenses against the Amalgamated Transit Union, the study said. It still faces another $125 million in back pay claims.

Although the employees of Greyhound "suffered the greatest loss, the shareholders...also are paying the price of Greyhound's union busting," the report said.

Ravenswood Aluminum Corp.'s efforts to bust the Steelworkers almost put the company in financial ruin, the study concludes. By locking out 1,700 workers, the company sparked a corporate campaign that included complaints with the National Labor Relations Board and the Occupational Safety and Health Administration.

In addition, an extensive campaign to identify and persuade users of aluminum to refuse to buy scab products from Ravenswood began to pay off. With help from the AFL-CIO Industrial Union Department and international labor bodies, USWA tracked down the owner of Ravenswood, fugitive financier Marc Rich, and applied pressure on him through demonstrations and political activity.

Before Ravenswood settled the almost two-year strike, its sales dropped from $701 million in 1989 to $491 million in 1991.

Phelps Dodge Corp. precipitated a strike in 1983 by 2,400 members of the Steelworkers and 12 other unions. The effort to eliminate the unions failed. Despite decertification elections with only scabs voting, the company was forced to pay monetary damages for civil rights violations, to close a smelter because of pollution problems and to voluntarily recognize the unions at its Chino plant.

More than a year after the strike began, the weekly price of the company's stock dropped to its lowest point in 25 years, costing shareholders $220 million or $92,000 per striker, the study said. The Phelps-Dodge strike began before the AFL-CIO formed its Strategic Approaches Committee.

At Pittston, the company suffered a loss of $60 million during the strike by 1,700 Mine Workers, beginning in April 1989. More than $20 million was spent to hire security and replacement workers. The company posted a 67 percent loss in net income in the second quarter of 1989.

By the time the strike was settled in 1990 and for six months thereafter, shareholders lost about $117 million in the value of the stock or $61,000 per striker, the study concludes.

During the lockout of newspaper employees, the New York Daily News and its parent Chicago Tribune Co. paid more than $100 million to establish a secondary newsroom, maintain a strikebreaker force, pay legal fees and then to sell the paper.

A massive corporate campaign drove the newspaper's circulation and advertising revenue down sharply. The Tribune's stock also lost value quickly as the strength of the unions became apparent, the study said. Eventually, stockholders lost some $785 million in equity or $261,000 per striker.

Caterpillar's lockout of 12,600 workers in November 1991 and its subsequent decision to hire strikebreakers raised doubts about the company on Wall Street, the authors found. The doubts mainly were about how the company could replace so many workers and the years of cooperation that had been a key element in maintaining its competitive edge. The resulting drop in stock prices caused shareholders to lose $330 million by July 1992.

The study's authors — Stephen R. Sleigh, Michael Kapsa and Chris Hall — said the common interests of stockholders, employees and the general public require that public policy be changed to "rebalance the interests of employees and employers."

Recent examples of labor-management cooperation suggest that "labor and management, working together, can come up with innovative solutions to competition," the authors wrote. "Public policy must encourage these cooperative endeavors and discourage the all-out war mentality that became all too familiar in the 1980s."

Copies of the 17-page summary of the study are available from the AFL-CIO's Industrial Union Department, Room 302, 815 16th St. N.W., Washington, D.C. 20006.

## *Labor solidarity provides settlement in Pittsburgh*

**Continued from Page 1**

federation staff to help coordinate activities when it first appeared negotiations with Scripps were deadlocked.

Earlier, the Strategic Approaches Committee, chaired by Steelworkers President Lynn Williams, rallied labor support for the New York Daily News employees, leading to a settlement in another strike that involved new ownership.

About 600 members of Teamsters Local 211 struck the Pittsburgh Press May 17 after months of futile negotiations, unfair working conditions and threats of layoffs. The company responded by locking out the other unions. The strike began on the day the newspaper planned to unilaterally institute a new delivery system that would have wiped out the youth delivery system and cost some 450 IBT jobs.

Under the contract, all distribution functions will be carried out by the IBT and cannot be contracted out to non-union personnel. Each union negotiated detailed plans to control job losses. The IBT agreement guarantees that no more than 260 drivers will be eliminated from the current 627.

The contract also calls for a lump-sum signing bonus of $1,000; wage increases of $24 a week in 1994 and of $28 in the following three years; lifetime health insurance benefits for retirees and their spouses and an immediate increase in monthly retirement benefits.

The contract provides retirement incentives for workers displaced by the sale of the paper and lifetime health benefits for those eligible for early retirement at age 57.

Besides the IBT, the unions involved include printing pressmen, paper handlers and plate makers from the Graphics Communications Union, mailers and printers from the Communications Workers, Service Employees, Electrical Workers, Operating Engineers and Machinists.

The Newspaper Guild, which supports the Unity Council, represents workers at the Post-Gazette, but not at the Press. Blade has announced its intention to continue with only the morning Post-Gazette.

**— James B. Parks**

VOLUME 37, NUMBER 25
DECEMBER 7, 1992

AFL-CIO NEWS

# INSIDE


1 ***Los Angeles gives thanks to labor***

Political leaders, community activists and celebrities gathered to say a public "thank you" for the efforts by the Los Angeles AFL-CIO to help residents after the uprisings last May.

2 ***Unionists, clergy explore alliances***

Organized labor and the religious community, recognizing their common goal of advancing social justice, are exploring ways to nurture the alliance on a regular basis.

4 ***AIW ready to fight union-buster Staley***

Allied Industrial Workers in Decatur, Ill., along with their labor allies, are preparing to fight what appears to be union-busting tactics by the A.E. Staley Manufacturing Co.

5 ***Trade unions urge human rights focus***

Changes in the world must take into fuller account the role of workers and concerns for basic human rights, trade unionists told international economic development organizations.

5 ***NABET approves merger with CWA***

The National Association of Broadcast Employees and Technicians approved a merger with the Communications Workers that will shore up collective bargaining in the broadcast industry.

6 ***Glimmers of hope mask joblessness***

Despite flashes of recovery, the U.S. economy remained in the throes of the Bush recession and the likelihood of early reduction in the unemployment level is lacking.


UNION YES

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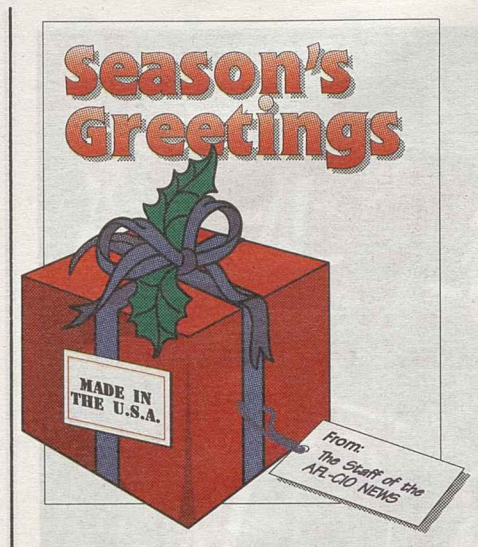



AFL-CIO NEWS

VOLUME 37, NUMBER 26 DECEMBER 21, 1992

# Labor's economic call: 'Put people first'

**Little Rock, Ark.**

The AFL-CIO reminded the emerging Clinton administration at a national economic conference that "putting people first" is mission No. 1.

"Everybody talked here about the need to improve our competitiveness by increasing our productivity," AFL-CIO Secretary-Treasurer Thomas R. Donahue told the opening session of the Dec. 14-15 economic conference. "But nobody has talked about sharing the gains of that productivity increase with the people."

Donahue was named by AFL-CIO President Lane Kirkland to head the AFL-CIO delegation of a dozen Executive Council members to the conference. Other members of the labor delegation made presentations on various issues and industry panels.

"I've listened all morning to people talking high policy," Donahue told the group of some 300 invited by Clinton to advise him on economic policy. "We have talked as if improving productivity were the only way of improving the lives of people.

"But we need to talk about changing investment patterns, and changing tax ratios...the variety of ways, quite beyond improving productivity, in which we could assure some better distribution of the income and of the wealth of this nation," he said.

Similarly, Teamsters President Ron Carey told another panel that a consensus similar to the unanimous agreement on the need for health care reform should now be reached by labor and management on productivity.

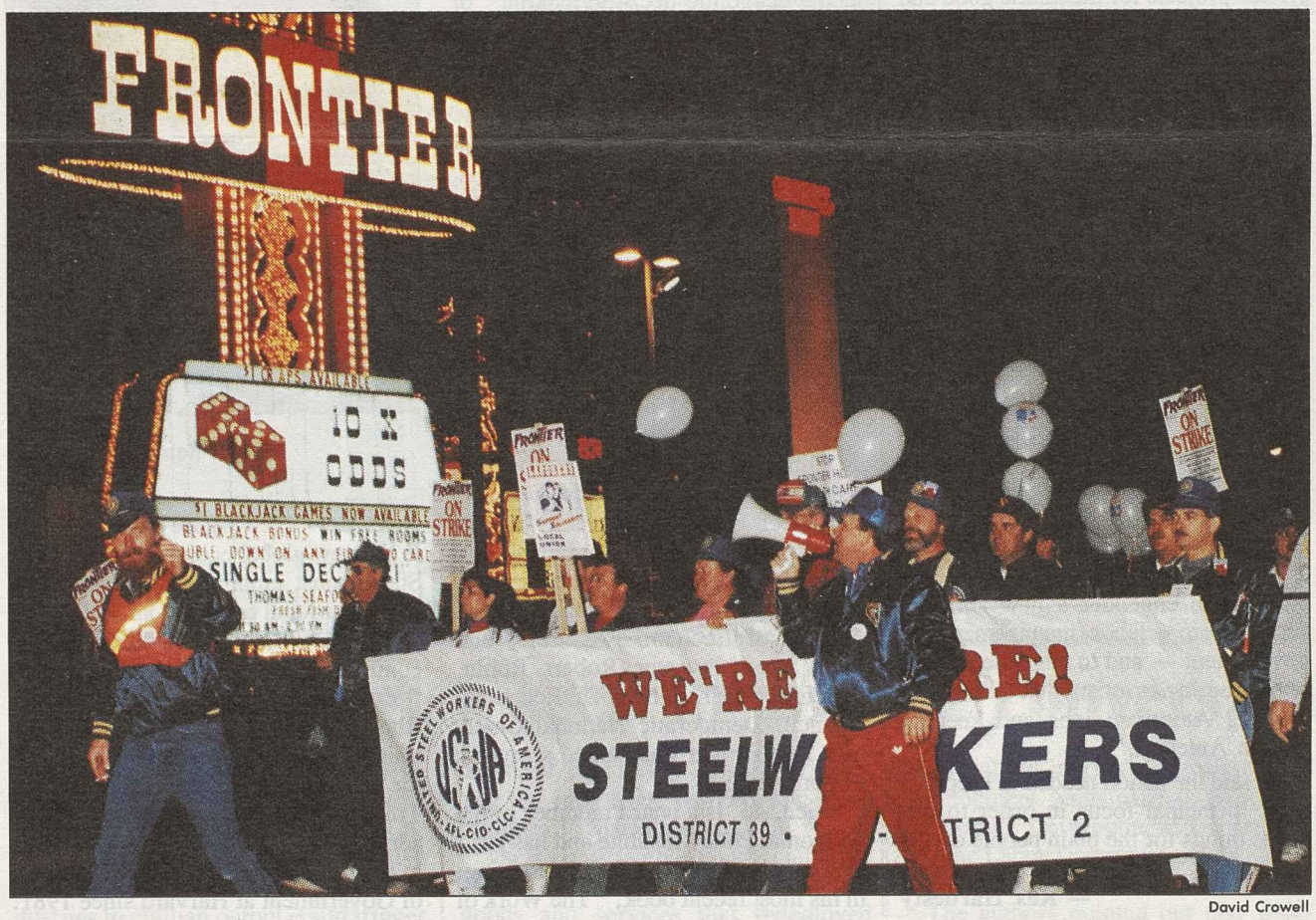
"American workers are the most productive on earth," Carey said, so productivity is not the answer because it's not the problem. The problem is that we need an overall national understanding that "re-investing means serving people," he said.

In the education discussion, AFT President Albert J. Shanker said Americans have more children in college and that makes them feel better, "but the U.S. college degree is the equivalent of a high school diploma in some other industrialized nations."

Those nations don't have the childhood poverty problems or the neglect of child care programs that exist in the United States. But they do have national standards, which he said must "be accepted, not mandated."

On the other hand, a national job education program cannot be voluntary,

**Continued on Page 2**




David Crowell

**Unionists** issue challenge to Elardi family to negotiate as they file past Frontier hotel to rally site.

# Unions round up support at 'last Frontier'

**By Rex Hardesty**

Solidarity bloomed in the Las Vegas desert when more than 20,000 trade unionists turned out to support a brave band of 550 strikers at the Frontier Hotel.

They chanted, sang and yelled, sending an unmistakable message that trade unionism is alive and well and that the Elardi family, owners of the Frontier, should face up to its options: "Settle or Sell," as AFL-CIO Secretary-Treasurer Thomas R. Donahue had the crowd chanting.

The unionists gathered at dusk for the march of a little more than two miles. The line of march needed almost two hours to assemble at the rally site near what AFL-CIO Industrial Union Department President Elmer Chatak called the "last Frontier" of the bad old days of Reagan and Bush.

"If we can beat George Bush, we can beat Marge Elardi," AFSCME President Gerald W. McEntee told them. The sacrifice of the strikers "is an example to all of us," Teamster President Ron Carey said.

Donahue pointed out that solidarity in the West is on a roll, listing the seven-year turnaround by the unions in Las Vegas and the string of achievements in nearby California — most recently by the Latino drywallers in Los Angeles who were determined to become Carpenters.

The Service Employees' Justice for Janitors campaign flourished in Los Angeles, as did a Machinists organizing campaign at American Racing Car, Donahue noted. Several unions demanded and won the right to respect each other's picket lines at the Summit Hospital in Oakland.

California was represented in overwhelming numbers, but it was not alone. A delegation of 70 came from the Baltimore and Maryland AFL-CIOs; 200 jammed into vans for the 900-mile trek from Colorado; the New Mexico

**Continued on Page 8**

# NLRB: Firm organized sham union

## *Electromation case affirms labor stance*

**By James B. Parks**

The National Labor Relations Board affirmed the position of organized labor in declaring that "action committees" at Electromation Inc. violated the law against company unions.

The Dec. 17 decision will provide guidance for the NLRB counsel in future cases involving employee participation programs. The ban on company-dominated unions is in the basic federal labor law of 1935, the National Labor Relations Act.

The unanimous 4-0 opinion said that the worker involvement committees set up by the Elkhart, Ind.-based Electromation constituted a labor organization and were not simply "communication devices" as the company had claimed. The board also ruled that the company unlawfully dominated and supported the committees.

The board made clear the decision was based on the particulars of the Indiana case and did not outlaw all labor-management cooperation committees.

The decision "faithfully follows what the NLRA says and what it means," the AFL-CIO said in a statement. "The fact that this board — chosen by the Reagan-Bush administration from the ranks of management lawyers — was unanimous in reaching its conclusion proves as much."

Disputing employer claims filed to pressure the board, the federation said the existing ban on company unions "furthers the national interest in making American firms more competitive."

**Continued on Page 7**

# Labor seeks productivity gain sharing

**Continued from Page 1**

Shanker said. Employer hesitation to train workers who may be lost to a competitor dictate a "play or pay" remedy, he said.

Jack Otero of the Transportation Communications Union said Hispanic Americans have "borne the brunt of the cynical policies of the Reagan-Bush years," including unemployment rates and infant mortality far above the national average.

Otero said Bush's version of the North American Free Trade Agreement would only worsen problems for Hispanics on both sides of the border, noting what Bush proposed "is not a trade agreement but an investment scheme designed to take advantage of the unemployment and underdevelopment of Mexico."

He cited advertisements in Southern California that "greedily proclaim that for every $10.50 an hour U.S. job that is exported to Mexico, a profit of $10,700 a year is realized."

UAW President Owen Bieber urged the incoming administration to take a "similar long hard look at the Dunkel draft" of an agreement in the latest round of talks on the General Agreement on Tariffs and Trade (GATT). That proposal, he said, clearly "weakens our future" and U.S. ability to regulate its own affairs.

Bieber said U.S. workers do not fear competition and are for free trade if it's fair. But he described how such factors as U.S. health care costs or fluctuations in currency can put U.S. production of a $250,000 dirt-moving machine at a competitive disadvantage of $50,000 to $60,000 and "you can't expect workers to overcome that by themselves."

Jobs and environmental protections "both advance together," Steelworkers President Lynn Williams told the conference, and the same is true of the relation between job safety and health and environmental standards "because violations of OSHA alert the community" to the same dangers.

Williams also recited the job creation potential and foreign trade advantage in a U.S. role as a world leader in "environmental attentiveness."

John Sweeney, president of the Service Employees and chairman of the AFL-CIO Health Care Committee, said health care reform could provide a "health care dividend that is bigger than the peace dividend" for the U.S. budget. He described investment in states and cities as the "best short-term stimulus package" for the economy.

Gerald W. McEntee, president of AFSCME, responded to the conference request for specifics with the fact that U.S. mayors "have 7,252 projects ready to go." He described them as private projects for the public good and noted the call by Nobel Prize winning economist James Tobin for a stimulus package of $50 billion to $60 billion in the first two years of the Clinton administration.

Other AFL-CIO vice presidents at the conference were Economic Policy Committee Chairman William H. Wynn of the Food and Commercial Workers, Sigurd Lucassen of the Carpenters, Lenore Miller of the Retail, Wholesale and Department Store Union, Robert A. Georgine of the Building and Construction Trades Department, Vincent Sombrotto of the Letter Carriers and Richard Trumka of the Mine Workers. President Keith Geiger of the unaffiliated National Education Association also took part.

Donahue praised the president-elect's efforts "to engender a new spirit of cooperation — labor, management and government — and to engender a kind of economic patriotism that talks about creating American jobs and keeping jobs in America."

He said the nation needed to keep that as a "principal focus in order to improve things for the plain people of this country."

**— Rex Hardesty**

John Watson

**Sitting behind** Labor Secretary-designee Robert Reich (left, foreground) during a roundtable discussion are AFL-CIO Secretary-Treasurer Thomas R. Donahue and Vice Presidents John J. Sweeney, Gerald W. McEntee, Owen Bieber, Albert Shanker, William H. Wynn, Robert A. Georgine, Jack Otero, Vincent R. Sombrotto, Richard L. Trumka and Ron Carey. Other union presidents attending the conference but not pictured are Lynn Williams, who was speaking at the time, Lenore Miller and Sigurd Lucassen.

# *Reich appointment wins praise*

The AFL-CIO praised the selection of Robert Reich as secretary of labor, describing him as "exceptionally well qualified to participate as a full partner in the economic decision-making" of the Clinton administration.

Reich, a key adviser to President-elect Bill Clinton during the campaign and economic policy coordinator during the transition, "recognizes the primary role of the labor of human beings in economic progress," AFL-CIO President Lane Kirkland said.

Kirkland noted Reich's experience and writing in the field of workplace economics and pledged the AFL-CIO would work with him "to strengthen worker rights and improve the standard of living for working people."

Other top economic advisers named by Clinton include: Sen. Lloyd Bentsen (D-Texas), secretary of the treasury; Rep. Leon E. Panetta (D-Calif.), director of the Office of Management and Budget; University of California professor Laura D. Tyson, chair of the Council of Economic Advisers; and Wall Street investor Robert Rubin, director of the new National Economic Council. Democratic National Chairman Ron Brown was named secretary of commerce.

Reich, 46, is a board member of the Economic Policy Institute and has written extensively on workplace training. In his most recent book, "The Work of Nations," Reich argues that to succeed in the new global economy, the United States must emphasize investment in education and training, as well as in building and improving roads and telecommunications networks.

**Robert Reich**

Reich met Clinton when both were Rhodes scholars in England. Reich is trained as a lawyer and served as director of policy planning at the Federal Trade Commission during the Carter administration. He has been a lecturer in public policy at the Kennedy School of Government at Harvard since 1981.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# Taxing health benefits unfair, AFL-CIO says

By Colleen M. O'Neill

The AFL-CIO is opposing proposals to tax employer-provided health benefits while urging caution toward "managed competition," a new buzzword in health care reform describing a proposal that is unlikely to relieve the biggest health care pain — rising costs.

The AFL-CIO expressed its views during a recent meeting with representatives of President-elect Bill Clinton.

AFL-CIO Health Care Committee Chairman John Sweeney and several committee members urged Judith Feder, transition health policy director, to include retiree health care in a reform package and cautioned against allowing "managed competition" to act as a foil to thwart progress on real cost-containment measures.

Karen Ignagni, director of the federation's Department of Employee Benefits, said labor remains adamantly opposed to calls for taxation of health care benefits, as in the plan put forward by the Health Insurance Association of America.

Health benefits provided by employers do not add to an employee's real cash income or improve a taxpayer's ability to pay taxes — thus, employees should not be taxed on the value of those benefits, Ignagni said.

"Taxing employment-provided health benefits would not promote either tax fairness or good health policy," she said. "Since 'income' does not properly include amounts devoted to medical care, taxing health benefits is both inequitable and unwise.

"The tax is regressive — taxes used to fund national health reform should be based on one's level of income, not one's level of health benefits."

The need for wholesale health care reform, long an AFL-CIO priority, is growing more urgent.

If costs continue to rise at the current rate, the share of gross domestic product devoted to health care will increase to 18 percent in 2000 — and at 12 percent of GDP in 1990, the United States was already spending more on health care than any other industrialized nation.

Such unchecked spending will continue to have an adverse impact on workers' wages as well as on the budgets of state and federal governments, Ignagni pointed out.

Rising health care costs have cut into union gains at the bargaining table, with many employers increasing deductibles and co-payments. Unions have bargained various managed care plans, such as health maintenance organizations and preferred provider organizations, but with only minor cost savings.

Slightly more than half of all employees in large- and medium-sized companies contributed to the cost of their premiums in 1991, the Bureau of Labor Statistics reported Dec. 9. Those contributions averaged $27 monthly for individual coverage and $97 monthly for family coverage. About 90 percent of the full-time employees who received employer-provided benefits were subject to managed care provisions, BLS said.

"Managed competition," offered by a group of health care specialists known as the "Jackson Hole Group," is no panacea to cure spiraling health care costs, Ignagni said.

The proposal attempts to promote competition among networks of doctors and hospitals to see who can provide quality medical care at the lowest cost. But those costs would remain high, she said.

While the plan emphasizes the need to develop and disseminate assessments of health care quality, it fails to provide curbs on the explosion and duplication of technology, which drives up costs. "Managed competition" also ignores the desire of consumers to preserve choice in health care providers, Ignagni said.

The biggest deficiency of the plan, however, is the lack of a global budget, fee schedule or other cost-control mechanisms, she said. Instead, the plan relies on a price war based on quality to hold down costs.

"Given the significant crisis engulfing our nation's health care system, it would be irresponsible to enact any comprehensive health care reform plan that did not include a global budget to control costs," Ignagni said. "Such proposals as managed care and some other initiatives are worthy of consideration, but only a budget will control costs."

Steve Yarmola/AFL-CIO News

**Union members** from the Carpenters and the Ironworkers build a parade reviewing stand in front of the White House, for new President Bill Clinton and Vice President Al Gore on Inauguration Day, Jan. 20.

# Partnerships called key to job training

Palm Springs, Calif.

The high-wage, high-skill work force needed for the United States to compete in the global economy hinges on the development of a real partnership between labor and management, a conference on job training was told.

Co-sponsored by the Human Resources Development Institute and the AFL-CIO Metal Trades and Public Employee Departments, the discussion took three tracks: defense cutbacks and conversion, fiscal management and the amendments to the Job Training and Partnership Act.

Other sessions focused on labor's role in economic development, job placement programs within the federal sector, non-traditional employment for women and the implications of the Americans with Disabilities Act.

"The essential ingredient of any job training plan is worker empowerment," David St. John, an assistant to AFL-CIO President Lane Kirkland, told participants in the conference.

"That's why education and training provide the labor movement with such a prime opportunity to reinvigorate the ideals of real joint labor-management cooperation — of labor as a full partner, of basic worker rights and of worker empowerment as not only the fulfillment of democracy, but as the only way this country can ever succeed economically."

The focus on JTPA amendments was timely, since the changes were four-and-a-half years in the making and were signed into law in September. A strengthened role for labor and administrative changes were of particular interest to conference participants, said HRDI's Jane McDonald-Pines. Representatives of HRDI, the National Governors Association, the Department of Labor and the U.S. Conference of Mayors gave presentations.

Department of Defense and organized labor officials joined with representatives of the manufacturing sector to explore the challenges of cutbacks and conversion in the military and industrial areas.

# Joblessness risk seen in defense conversion

By John R. Oravec

With the windup of the Cold War, a mad rush to slash the U.S. defense budget without comprehensive planning to convert military-oriented industries to civilian output could trigger another heavy dose of unemployment and recession.

That is the warning in a study from the Economic Policy Institute examining a potential $140 billion per year "peace dividend" from halving military spending over the next decade.

The savings from the defense cutbacks could surely bolster needed spending for education and the infrastructure, as well as revitalizing manufacturing and reducing deficits.

But the redirection of military spending is studded with economic and political pitfalls of unemployment and recession, the EPI cautions in a report by Rutgers University economist Ann Markusen and research associate Catherine Hill.

"Deliberate, concerted action is required to shake dependence of our economy on Pentagon dollars without the worst 'cold turkey' symptoms afflicting our industries, workers and communities," Markusen and Hill wrote.

Their conversion strategy calls for:

- Creation of new markets for the goods and services that redeployed workers and firms would provide.
- Research and development efforts to spur the growth of new industries.
- Adjustment policies linking new growth sectors with displaced workers and former defense-dependent communities.

To oversee the redirection programs, the study advises the establishment of an Office of Economic Conversion that would report to the president.

The EPI study incorporates some of the objectives outlined by the AFL-CIO Executive Council earlier this year in proposing a national commission comprising labor, industry and government representatives to plan and coordinate the conversion effort.

Similarly, the EPI study questions the concentration of conversion responsibilities in the Department of Defense. Although the DOD was appropriated $200 million in 1990 for training and development funds earmarked for the Economic Development Department and the Labor Department, only half of the funds have left the DOD.

The authors pointed out that wide-ranging worker retraining programs are essential in the conversion effort.

"On the defense side, jobs could shrink by as much as 1.4 million by 2001," the study said. "Because of the purchasing power lost by these workers and the 1.1 million fewer service and DOD workers, a negative multiplier effect threatens another 2.5 million more workers with job loss."

Effective job creation programs are a must for the incoming Clinton administration to ease the plight of displaced defense workers, President Paul Burnsky of the AFL-CIO Metal Trades Department said.

Existing retraining programs should be activated to serve the people who need them, he said. But unless new jobs materialize quickly, retraining jobless workers is a meaningless exercise, Burnsky warned.

# UNION NEWS

## Challenge, opportunity seen in white-collar boom

More than 100 representatives of 33 AFL-CIO unions explored new ways to organize the growing army of white-collar workers at a two-day conference in Washington sponsored by the AFL-CIO Department for Professional Employees.

"More time and resources must be devoted to reaching out and organizing and servicing white collar people," DPE President Jack Golodner said, because that's where the job growth is. "To do this, we must divorce ourselves from the past and start thinking anew."

Golodner reported that "white collar membership in unions is increasing as a percentage of the American work force and also in actual numbers: 57 percent of working Americans today work in white collar occupations, and their numbers are growing rapidly. The majority of these white collar workers are women, and two out of every three people entering the work force in the next 10 years will be women.

AFL-CIO Secretary-Treasurer Thomas R. Donahue focused on the need for innovation in his keynote speech, saying that "creativity and flexibility are the hallmark of the Professional Employees Department," which he said makes a special contribution in addressing the role and the needs of women in the trade union movement.

"We know what unions can mean for women workers," he said. "In 1990, the median annual wage for full-time unionized working women was $24,296," while their non-union counterparts earned $16,952.

"One of our priorities should be breaking the glass ceiling, but we must also redefine it, because it affects not only those women who aspire to top corporate positions, but to millions of other women on the middle and lower rungs of the corporate ladder," Donahue said.

He emphasized that "we must address the problems of historic discrimination, job design, the old-boy networks, non-existent career ladders, the steering of women to jobs in the velvet ghetto, and the old language and job structures that freeze work titles while the substance of a job changes over time. There is still much more sex discrimination than some people will admit," Donahue said.

He also called upon unions to use their "most creative efforts" to organize the "contingent work force, those with part-time or temporary jobs."

Lynn Williams, president of the Steelworkers, told the conference that "the biggest hope I have for the labor movement today is reaching out to white-collar workers." All workers want to connect with an organization that offers them a voice, he said.

Williams observed that after unions' initial success in organizing, emphasis turned to obtaining and enforcing contracts. "We must continue to do that," he said, but we "must reach out all the time. . . A union movement that can't bring workers into the union isn't worth its salt."

"We need a new organizing culture," Williams said. "We need new techniques of organizing; we need to take a page from management campaigns" and utilize such modern techniques as videos and polling.

The conference was chaired by DPE Vice President Gloria Johnson, director of social action for the Electronic Workers. Elaine Bernard, executive director of Harvard University's Trade Union Program, was another featured speaker.

Nine panels focused on subjects of special interest, including: organizing techniques for a new era; building a majority; organizing part-time, free-lance employees; developing women and minorities as organizers; making a happy marriage when a blue-collar union organizes white-collar workers; dealing with issues of race, ethnicity, gender and disability; images of unions from a woman's viewpoint; working with professional associations; forming alliances with other organizations.

Inbrief

## Steelworkers certified after 2-year wait

**Milledgeville, Ga.**

More than two years after winning a representation election, the Steelworkers hope to begin negotiations with Rheem Manufacturing Co. at its air conditioning plant here.

Employees voted 527-467 in August 1990 in favor of USWA representation, but the company appealed, claiming misconduct on the part of the National Labor Relations Board agents overseeing the vote.

The NLRB rejected the company's argument and certified the union on Nov. 10. The wait is typical of the pace of deliberations by the agency during the Reagan-Bush era, when many companies have counted on bureaucratic delays to foil union drives.

The issues that prompted the 1990 vote — pensions, seniority rights, health and life insurance and working conditions — are still on the table, said Joe Kiker, director of USWA District 35.

Wages at the Milledgeville plant are considerably lower than those at Rheem plants in Fort Smith, Ark., and Hamilton, Ontario, Kiker said. At Fort Smith, where the USWA represents some 1,100 workers, the average rate is $12 an hour and about $15 in the Hamilton plant. The rate at Milledgeville is about $11 an hour, he said.

Gary Kraub/Fine Art Photo

**Nursing home** workers in Pennsylvania rally at the state capitol in Harrisburg seeking improvements in patient care and work conditions. The Service Employees, representing more than 5,000 nursing home workers in the state, are seeking a Nursing Home Worker Bill of Rights to ensure adequate staffing, a workplace free of injury risk, a living wage, health insurance benefits and pensions for retirees and their survivors.

## BCT gives retirees Christmas present

Retired members of the Bakery, Confectionery and Tobacco Workers got a Christmas present when the union's pension fund trustees mailed out more than $17 million in bonus checks.

More than 36,000 retirees received bonus checks between $400 and $600, depending on effective dates of the pensions.

"It should be of great satisfaction not only to our pensioners but to our working members to know that your union officers, who are trustees of the B&C Fund, continue to keep the interests of our members, retired or actively employed, at heart," said BCT President Frank Hurt.

"This pension bonus should be especially helpful, as it comes in time for Christmas and also the winter is a time when many face added expenses," he said.

The 37-year-old fund began by paying average monthly benefits of $50 per pensioner. Today it pays out $15 million per month to more than 38,000 retirees or their beneficiaries, averaging $558 per new pensioner.

The union trustees believe that "excess assets" should be used to benefit pensioners, unlike many funds which skim assets for transfer to the corporate treasury.

"We care about our retirees," said Hurt in describing the fund."

## IUE suit targets Unisys benefit cut

The Electronic Workers declared "war" on Unisys Corp. after the company announced it would eliminate negotiated free health care benefits for retired employees and require co-payments of more than $900 a month.

In its first salvo, the union filed a federal lawsuit Dec. 4 in the Eastern District of New York to prevent the company from putting the plan into effect in January 1993.

The company's announcement, contained in a November letter to retired workers, would end 36 years of medical coverage paid by Unisys and its predecessors — Sperry, Vickers and Sperry-Rand — to union-represented retirees, the disabled and surviving dependents.

Branding the action as illegal and irresponsible, IUE President William H. Bywater said "not only is the Unisys action unjust and arbitrary, it is a violation of the employees' rights under state and federal law and their negotiated contracts."

Based on current Unisys charges for health insurance, plus medical inflation over the next three years, retirees and their survivors could face costs of more than $900 a month, driving many to forgo any coverage, the union said.

Unisys's decision is another in a recent trend of corporate executives to shift the growing burden of health care costs to those who can least afford it. It points up clearly the need for national health care reform, including cost containment, Bywater said.

# International campaign seeks justice for janitors

By James B. Parks

An international trade secretariat is calling for standards to protect property maintenance and security workers from exploitation, along with a world day of action to enhance the status of these workers.

The International Federation of Commercial, Clerical, Professional and Technical Employees (FIET) also called for licensing of companies to cut exploitive practices.

FIET in 1987 established a section for organizing cleaners, janitors, caretakers, security and estate management, the group that is conducting the current campaign. The section, led by Service Employees President John Sweeney, held its first world conference in New York Dec. 1-3.

The 100 participants from around the world heard calls for innovative organizing strategies to build global solidarity and to fight for social justice and satisfactory working conditions.

"Strong trade unions based on a continual organizing drive is the essential foundation to protecting the interests of workers," said Sweeney, who chaired the conference. "As a direct result of FIET's work, thousands of U.S. workers, including those cleaning Apple Computer, now have union contracts."

AFL-CIO Secretary-Treasurer Thomas R. Donahue, in his keynote address, urged the delegates to "work harder and work smarter than our adversaries. We have to be creative and innovative. We can't rely on our past skills or our old style."

Donahue cited community unionism and international solidarity as strategies that workers are using to achieve justice in today's economic environment.

Community unionism recognizes that "we are stronger when we work in coalition with our friends and allies," he said. "It draws a new and wider perimeter of solidarity that takes in people and groups who naturally belong on our side but to whom we have to reach out," such as religious and social groups, affected ethnic groups, or groups based on gender or culture.

In the past few years, community unionism worked for SEIU's Justice for Janitors campaign, which resulted in several union contracts for janitors. It also helped win the four-month strike in California by 4,000 Mexican-American drywallers, Donahue said.

As the world's economies become more intertwined, labor must expand its international ties, Donahue said. "The multinational corporations would like to turn the world into a huge bazaar — a marketplace where each nation is trying to underbid its neighbors and sell a cheaper work force."

Organized labor can and will respond with increased union cooperation across national borders, Donahue said. International support and pressure on Danish-owned International Service System was critical to Justice for Janitors gaining contracts in ISS facilities in California, he said.

Enzo Friso, general secretary of the International Confederation of Free Trade Unions, agreed. He offered ICFTU's solidarity "not simply because of the justice of your cause but because your successful struggle for union rights will strengthen the whole union movement."

FIET General Secretary Phillip Jennings told the delegates that the rousing phrases used in campaigns over the past few years — such as Justice for Janitors, Together We Triumph, and Si Se Puede (Yes We Can) — are not empty slogans. They are "words backed up by real people and real actions, who are rekindling hope and putting what were often forgotten workers back on the map."

Bill Burke/Page One Photography

**Candlelight vigil** participants take their message to the street in front of the Chinese Embassy in Washington as part of a human rights protest organized by Amnesty International. Representatives of the Asian American Free Labor Institute joined the vigil, which was conducted in a freezing rain Dec. 10.

# Toycott drive spreads word of China abuse

## *Petitions to seek MFN conditions*

The AFL-CIO's Toycott campaign is reaching across the country, asking consumers to send a message to China protesting human rights abuses through their choice of toys.

A special emphasis this year is on Troll dolls, the majority of which now are made in China. Besides informational leafletting, unionists also are collecting pledges of support on petitions.

"We are asking shoppers to leave Trolls in the stores this holiday season," said Cheryl Graeve, executive director of Frontlash, the AFL-CIO's student and youth arm. "We don't want to support through our toy purchases a government that abuses human rights and persecutes its citizens."

Graeve said Frontlash had received more than 1,000 signatures on petitions being circulated in toy stores on the issue.

"We, the undersigned, pledge not to buy toys made in China," the petitions read. "We want you to know that we will not give children's toys produced by a government that holds millions in forced labor camps, exploits children for labor, persecutes Tibetans, Christians and pro-democracy dissidents, executes workers trying to organize independent unions and engages in blatant nuclear proliferation."

The petitions will be forwarded to the incoming Clinton administration and Capitol Hill to demonstrate support for the attachment of human rights conditions to further extension of China's Most Favored Nation trade status. Copies will also be sent to the Chinese government and to various representatives of the U.S. toy industry, Graeve said.

She said the Toycott Coalition has been receiving support from toy store shoppers.

Activities have taken place in Seattle; San Francisco; Los Angeles; Bloomington and Indianapolis, Ind.; New York; Washington; Anchorage, Alaska; Miami; Tucson, Ariz.; Pittsburgh; Laramie, Wyo.; Portland, Ore.; Baton Rouge, La.; New Orleans; Knoxville, Tenn.; and Atlanta. Events are planned through the end of the year.

# Pension deal clears way for TWA sale

An agreement between Trans World Airlines owner Carl Icahn and the U.S. Pension Benefit Guaranty Corp. clears the way for TWA to emerge from bankruptcy with new owners — its creditors and union employees.

Union representatives said they were pleased with the outcome of the protracted negotiations between Icahn and the PBGC over Icahn's financial liability for underfunded pension plans. The pensions cover some 40,000 current and retired TWA workers.

Under the agreement reached Dec. 7, Icahn guaranteed to pay as much as $240 million over a number of years if the airline were to fail.

The reorganization plan, which a federal bankruptcy judge is expected to approve in January, calls for TWA's creditors to forgive about two-thirds of the carrier's $1.5 billion debt in exchange for 55 percent of its stock.

The remaining 45 percent of TWA stock will go to union employees, who have agreed to a 15 percent pay cut and work-rule concessions valued at $660 million over three years.

TWA workers took a 40 percent pay cut in 1986 shortly after Icahn gained 51 percent of the carrier in a successful leveraged buyout competition with another corporate raider, Frank Lorenzo.

The pension plans will remain in place but will be frozen with employees earning no benefits beyond their current level. The unions at TWA are the Machinists, Air Line Pilots and the unaffiliated Independent Federation of Flight Attendants.

Icahn also agreed to lend the airline $200 million to keep it afloat during the difficult winter months. A hefty debt burden from the leveraged buyout, a sluggish economy and a weak competitive position forced TWA to seek bankruptcy protection last January.

PBGC officials had threatened to take legal action that could have forced Icahn to fork over $1 billion in pension obligations if he didn't reach a deal with the agency.

PBGC's deficit of $2.5 billion has been swollen by underfunded plans it assumed after reorganization plans failed at Eastern Airlines and Pan American World Airways.

Meanwhile, ALPA announced that the estate of the former Eastern Airlines transferred $29.5 million in late November to an escrow account to settle outstanding lawsuits and grievances brought by the union during the 1989 strike against Eastern.

An independent administrator will distrbute the funds among the former pilots. Dozens of lawsuits were initiated as a result of the labor dispute.

In other industry developments:

- Members of six unions at Northwest Airlines agreed to take almost $1 billion in concessions to support the ailing airline. ALPA, IAM, Teamsters, Transport Workers and the unaffiliated Aircraft Technical Support Association and Northwest Airlines Meterologists Association agreed to give back $300 million a year in pay and work rule concessions over three years.
- IAM members ratified a new five-year-contract with Alaska Airlines Nov. 24. The contract raised wages for 700 mechanics by 14 percent over the life of the contract. Wage increases for other workers will increase by three percent on Sept. 1, 1996. The agreement covers more than 1,000 workers.

# ECONOMY

## Plants spur advance in productivity

By John R. Oravec

Productivity gains of 4.6 percent by U.S. factory workers paced the 3 percent advance in the non-farm business sector in the third quarter of 1992, according to an updated report from the Bureau of Labor Statistics.

The sharpest pickup in manufacturing came in durable goods with a 5 percent increase, while productivity in nondurable goods rose a healthy 4 percent.

The upturn in the factory productivity stemmed from a 3.1 percent decline in hours worked, while real hourly compensation edged up just 0.6 percent to reduce unit labor costs by 1.4 percent. Earlier, BLS reported that 135,000 manufacturing jobs were lost in the July-September period.

Overall productivity, including farming, rose 3.4 percent during the three-month period, compared with a 1 percent gain in the second quarter and 3.9 percent in the first.

In other economic reports:

- The United States piled up a $67.8 billion foreign trade deficit in the first 10 months of the year to exceed the total 1991 shortfall of $65.4 billion, according to Commerce Department data.

The trade deficit eased to $7 billion in October from $8.6 billion in September, but the running three-month average amounted to $8.2 billion. At that pace, analysts said the deficit for all of 1992 could top $85 billion, the worst mark since the $101.7 billion shortfall amassed in 1990.

October imports totaled $46.2 billion, compared with exports of $39.2 billion, to cause the $7 billion trade gap. But the deficit in the vital manufactured goods sector widened to $9.7 billion with imports rising to $40.7 billion and exports at $31 billion.

- The consumer price index for urban wage earners (CPI-W) edged up 0.2 percent in November, BLS reported. Food prices were little changed from October, but gas and electric utility rates jumped 1 percent.

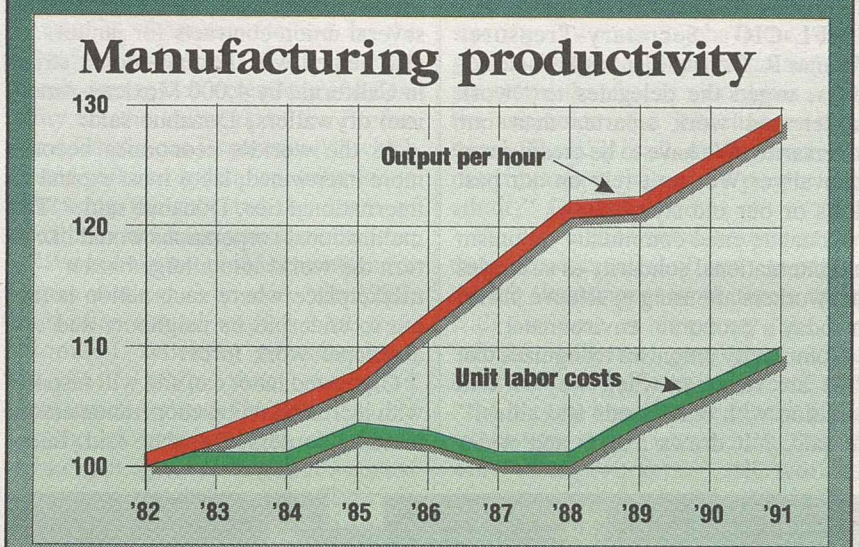
Although heating oil prices dropped 0.6 percent, prices at the gasoline pumps surged 0.9 percent.

Public transportation fares shot up 2.3 percent last month as airlines raised ticket prices again, BLS reported.

- Real average weekly earnings rose 0.9 percent in November, although real pay has declined in six of the last 11 months.

Over the year, real pay was up 0.6 percent. But faster rising prices have cut sharply into worker purchasing power over the longer term, AFL-CIO economist Anne Draper pointed out. Last month, real spendable earnings for the average worker were down 7.2 percent from November 1979.

### Significant statistics




Source: Bureau of Labor Statistics

Manufacturing productivity rose at an annual rate of 4.6 percent during the third quarter of 1992 as output increased 1.4 percent while hours worked declined 3.1 percent and real hourly compensation edged up just 0.6 percent. However, 135,000 U.S. factory jobs were lost during the July-September period. American factory workers are still the most productive in the world, data from the Bureau of Labor Statistics show. During the past decade, U.S. factory hourly output has increased nearly 30 percent while unit labor costs rose only 10 percent.

**Industrial production**
November +0.4 percent

**Capacity utilization**
November 78.9 percent

**Housing starts**
November +1.5 percent
Annual rate 1.24 million units

**Consumer prices**
November +0.2 percent

**Producer prices**
November -0.2 percent

**Trade deficit**
October $7.03 billion

AFL-CIO NEWSGRAFIC

## Jobless rate decline hides lack of jobs

With a modest pickup in jobs, the unemployment rate fell two-tenths of a point to 7.2 percent in November. But unemployment rose in eight major industrial states.

Payrolls increased by 105,000 and the government's household survey showed a 420,000 gain in jobs, the Bureau of Labor Statistics reported. Government employment rose by 60,000, mainly from the hiring of temporary workers for the November elections.

AFL-CIO chief economist Rudy Oswald welcomed the "positive" decline in the jobless rate.

"But a look behind the overall numbers reveals that the gains in employment are mainly in part-time work, self-employment and unpaid family work, rather than full-time wage and salary jobs," Oswald said.

With manufacturing employment still down nearly 1.5 million from January 1989 and construction down 600,000, "clearly, the nation needs to put people back to work with an effective jobs program," Oswald stressed.

Analysts expressed concerns about the long-term impact on employment resulting from the job-cutback binge initiated by such corporate giants as General Motors, IBM and others, affecting tens of thousands of workers.

A total of 17 million people are trapped by partial or total unemployment, with 9.2 million workers officially counted as jobless, 1.2 million dropouts from the work force and 6.6 million on part-time involuntarily, according to BLS figures.

Large states with jobless rates above the national average in November are California, 10.1 percent; Massachusetts, 9 percent; New Jersey, 8.7 percent; New York, 8 percent; Michigan, 7.9 percent; Texas, 7.6 percent; Florida, 7.5 percent; and Ohio, 7.4 percent.

The composite jobless rate dropped a bit in the goods-producing sector to 9.4 percent, but the rates were still at 14.3 percent in construction and 8.2 percent in manufacturing. In the service sector, the jobless rate eased to 6.6 percent.

Manufacturing payrolls increased by 35,000 in November after dropping a total of 205,000 in the previous three months.

Most of the 60,000 payroll gains in the services industry came in health care and business services, BLS said. Employment in retailing declined by 46,000 after seasonal adjustment because hiring was lighter than usual by department stores and specialty stores for the Christmas shopping rush.

Among worker groups, jobless rates eased for adult men to 6.8 percent, held at 6.1 percent for adult women, but rose 1.9 points to 20.2 percent for teenagers. The jobless rates was 6.3 percent for white workers, 12 percent for Hispanics and 13.8 percent for blacks.

Nearly 4.5 million persons, or about half of the officially unemployed, were drawing jobless benefits in November.

—John R. Oravec

## Unions gear up drive to oppose Bush NAFTA

The AFL-CIO branded the Mexican trade deal signed Dec. 17 by President Bush as "the last chapter of George Bush's failed policy of 'trickle-down' economics."

"The AFL-CIO believes that the current structure of trade with Mexico, the maquiladora system, has served to exploit the border environment and workers on both sides of the border," said AFL-CIO Secretary-Treasurer Thomas R. Donahue. "We are convinced President Bush's version of the NAFTA will increase that exploitation."

A score of AFL-CIO unions also joined a national public interest coalition in stepping up labor's all-out campaign to block Bush's version of the treaty, which will not be considered by Congress until enabling legislation is submitted. That will not come before Congress until well into 1993.

Donahue said any agreement must "address the current problems of trade with Mexico, clean up the awful border pollution caused by U.S. corporations in Mexico, include environmental, worker rights and health and safety standards and strong enforcement of those standards."

But the Bush version of NAFTA, Donahue said, "will achieve none of those goals." Donahue, who chairs the AFL-CIO Executive Council's subcommittee on trade, defined the Bush trickle-down system as one that produced "fewer good jobs, inequitable income distribution, declining investment and environmental neglect."

The Alliance for Responsible Trade and Citizen Trade Campaign is running a series of advertisements in national circulation newspapers as well as television spots to inform the public about the economic and social hazards negotiated by the Bush administration.

If Congress approves the treaty in its present form, the coalition warned, the "consequences will be devastating." The broad-based alliance of unions and 106 consumer, environmental, farmer and religious organizations represents an outpouring of opposition to the NAFTA document signed by Bush, Canadian Prime Minister Brian Mulroney and Mexican President Carlos Salinas.

Echoing the grave concerns of the AFL-CIO, coalition members pointed out that the flawed treaty primarily serves the avaricious interests of multinational corporations while skirting U.S. labor, health, safety and environmental standards.

Briefing reporters at the coalition's Washington press conference, President William H. Bywater of the Electronic Workers pointed out that more than 500,000 U.S. factory jobs have been lost during the last 10 years to the Mexican maquiladora plants, where most workers are paid less than $1 an hour.

The AFL-CIO has pointed to numerous studies that project job losses in the rest of the 1990s at another half-million. AFL-CIO Vice Presidents Owen Bieber of the UAW and Jack Otero of the Transportation Communications Union raised the red flag during a roundtable discussion on trade at President-elect Clinton's economic conference Dec. 14 in Little Rock, Ark.

Similar concerns were raised in statements issued by presidents of other AFL-CIO affiliates, including Jay Mazur of the Ladies' Garment Workers, Jack Sheinkman of the Clothing and Textile Workers, Ron Carey of the Teamsters and Albert Shanker of the Teachers.

Carpenters photo

**Carpenters** Local 943 member Jay Phillips helps repair damage to the home of an elderly Oklahoma woman ripped off by a fly-by-night contractor.

# Unions make a difference in volunteer repair project

By Rochelle Tillery

The home of an elderly Tulsa, Okla., woman, left in shambles by a fly-by-night contractor, has been repaired by volunteers from the Eastern Oklahoma Building and Construction Trades Council.

A group of 17 volunteers representing the various building and construction locals on the council worked together for more than 250 hours to finish the home correctly.

"The original contractor tore the house apart," said Clayton Walker, president of the council. "We did electrical work, carpentry, painting and more on the house. What he originally completed was done incorrectly and had to be redone."

The project, which would have cost more than $6,000 on the commercial market, was paid for with donations and materials collected from the council and other contractors, he said.

The BCTC's efforts were part of "Make A Difference Day" Nov. 14, a national compaign promoted by USA Weekend magazine. More than 500 volunteers were involved in various projects in Tulsa.

Walker said the union members didn't hesitate when the idea to assist the woman was presented to the council. The contractor not only destroyed her house, but stole some of her furniture, charged her excessively and discontinued his work while she was in the hospital.

AFL-CIO Community Services Staff Representative Alan Bosch said the project again shows how labor is committed to the community. "And, in this particular case, their involvement came to the rescue of a helpless victim."

The BCTC's efforts also have brought more attention to rip-off contractors. The council, individual locals and the Tulsa United Way have been receiving phone calls from residents who want to know how to choose contractors, said Tom Albaugh, United Way labor liaison.

"The BCTC is planning an awareness campaign to explain how to detect and prevent rip-off contractors," Albaugh said.

Walker said the project, and the notoriety it received, "encouraged us to try to reintroduce a contractor licensing bill in the Oklahoma legislature that would require all contractors to have a license and be bonded. This law would help prevent these con artists from functioning so freely."

# NLRB rules Electromation formed company union

**Continued from Page 1**

"Only companies that are committed to an honest and equal partnership between management and labor can create and sustain the kind of employee participation that is essential if this country is to meet the competititve challenge of a world economy," the AFL-CIO said.

"Companies that are committed to managing from the top down and dominating their employees cannot do so. That is true whether a company is open about its management style or disguises it through the pretense of employer-run participation committees."

Earlier, in oral arguments before the NLRB, AFL-CIO General Counsel Laurence Gold said no changes are needed in the current labor law to protect companies setting up workplace cooperation committees.

The NLRA made it illegal for a company to create and a have a voice in running labor organizations, Gold said. Congress clearly opted for assuring that labor organizations are independent of management, Gold said.

In its ruling, the NLRB stressed that Electromation came up with the idea of creating the committees, drafted the written purposes and goals of the committees, set the rule that an employee could serve on only one committee and appointed a management representative to facilitate discussions.

During hearings before the board, union lawyers argued the Electromation committees were clearly designed to thwart the union's organizing activities at the plant. When such committees are set up properly — as they are in many industries — labor does not challenge them, they said.

A key issue is who selects the employees who represent workers. Electromation management, not the workers, selected the employee members. Organized labor has long argued that if employers were serious about worker participation, they could empower employees by allowing them to select their representatives on workplace committees.

The case presented a "classic pattern" of violation of the prohibitions on company-controlled unions, said attorney James F. Wallington in his brief to the board for the Teamsters. The NLRB "should look beyond the current employer arguments for a new definition of labor organization and focus on the basic policy of the NLRA, promoting free collective bargaining," he said.

The case arose when Electromation formed the committees in January 1989, in the midst of an IBT organizing campaign, ostensibly to help solve workplace issues such as absenteeism, smoking policy and pay progressions.

The committees were formed after the electronics company received a petition from 68 employees asking management to reconsider its unilateral decision to forgo a wage increase in 1989 and to eliminate an attendance bonus program. The company announced it wanted to get feedback on employee concerns through the employee members of the committees.

The union, which lost an election at the plant in March 1989, filed both an unfair labor practices complaint and objections to the election based on the "action committees."

An administrative law judge ruled the committees were unlawfully dominated by the company. The IBT won another election in August, 1990. The new bargaining unit, IBT Local 364 of South Bend, Ind., has signed a three-year contract with the company.

## Resources

### VIDEO

**Free Trade: Who's Gonna Pay?** examines how the North American Free Trade Agreement will affect working people in Canada, Mexico and the United States. The video is available for $20 from the Labor Education Service, University of Minnesota, Industrial Relations Center, 4th Floor, 271 19th Ave. South, Minneapolis, Minn. 55455, or call 612/624-5020.

### PUBLICATIONS

**WORKING AMERICA** is a free new catalogue featuring 23 videos of contemporary workplace issues from the public television show "We Do The Work." To order, write to We Do The Work, 1250 Addison St., Suite 213 A, Berkeley, Calif. 94702, or call 510/549-0775.

The Communications Workers Education Department has prepared an equity manual to assist locals in setting up Committees on Equity and initiating effective equity projects. The manual describes issues including work force diversity, equity as fairness and AFL-CIO and CWA policy. Contact the CWA Education Department, 501 Third St. N.W., Washington, D.C. 20001-2797.

Fact sheets on **Working Mothers and Their Children, Women Workers, Outlook to 2005** and **Women with Work Disabilities** are available free for single copies from the Women's Bureau, U.S. Department of Labor, Room S-3311, Box 100A, 200 Constitution Ave. N.W., Washington. D.C. 20210. Enclose a self-addressed mailing label, specify the exact titles and allow 3 to 4 weeks for delivery.

## Newsmakers

A guilty verdict against Malawian trade union leader **Chakufwa Chihana** was condemned as "an affront to the international community" by AFL-CIO President **Lane Kirkland** in a letter to the Malawian government. Chihana, secretary general of the South African Trade Union Coordination Council, was found guilty of two counts of sedition and was sentenced to two years in prison beginning Dec. 14, the day of the verdict. His lawyers plan to appeal to Malawi's Supreme Court and U.S. trade unionists plan to continue to protest his treatment. He was held for three months without trial earlier in the year and was named the 1992 recipient of the Robert F. Kennedy award as the world's leading fighter for human rights.

The Oregon AFL-CIO has joined in a campaign to return Nike sneakers, urging the company to make the shoes in the United States. In announcing the unanimous vote by the state federation's executive board to join the campaign by the Made in the USA Foundation, Oregon AFL-CIO President **Irv Fletcher** charged that Nike executives have shifted production and jobs overseas "to find immunity from American workplace and environmental standards, value and opportunities that have exalted them to their present state of self-righteous ease."

### AWARDS

Postal Workers President **Moe Biller** and union organizer and labor artist **Ralph Fasanella** received the 1992 Sol Stein Awards, presented annually to individuals who have made outstanding contributions in their professional careers to improve the lives of working people in the United States.

### DEATHS

**Max Greenberg,** retired president of the Retail, Wholesale and Department Store Union, died Dec. 12 in Boca Raton, Fla. He was 85.

Greenberg, a New York native, helped obtain a CIO charter to form Local 108 Retail Store Employees Union in 1937 and served as its first president, assisting in the merger of two other unions into his union and leading it through the tumultuous ideological upheavals in the years surrounding World War II. From 1954 until his retirement in 1975, he served as president of the RWDSU.

In 1955, he was elected to the AFL-CIO Executive Council and served as a vice president until 1975. He was a major player in national AFL-CIO circles and instrumental in assisting the unionization of drug and health care workers nationwide.

Survivors include his son, daughter, sister, brother, seven grandchildren and two great-grandchildren.

# Solidarity blooms in Las Vegas desert march

**Continued from Page 1**

AFL-CIO delegation slid through a freakish snow storm in Arizona; and the Longshoremen's and Warehousemen's Union added delegations from both Alaska and Hawaii.

Those ILWU sisters and brothers let themselves be heard when their president, David Arian, said the vigor of the Dec. 5 march would be applied to every attempt to oppose George Bush's version of the North American Free Trade Agreement on working people.

No one traveled as far as Guy Ryder, who brought greetings on behalf of the "110 million members worldwide" of the International Confederation of Free Trade Unions, of which he is the assistant director.

The massive show of solidarity was reinforced by the stories told by the Frontier strikers, who were dumped unceremoniously by the hotel's owners in September 1991.

Ray Turner, a cook from the Hotel Employees and Restaurant Employees, and Don Marshall, a warehouse foreman from the Teamsters, told how the Elardi family's take-it-or-leave-it ultimatum 15 months ago interrupted their more than 20 years of service. Those jobs will not be lost to "dirty low-down rotten stinking scabs," said Turner, who offered that "you can lean on us" for the strength to fight elsewhere.

Steelworkers President Lynn Williams, chair of the AFL-CIO Strategic Approaches Committee, explained how the federation was coordinating support for the strikers, and John Wilhelm, western vice president of HERE, praised Vincent O'Brien, the AFL-CIO Organization and Field Services coordinator who quarterbacked the event, and Bill Wagner of the AFL-CIO's Labor Institute of Public Affairs.

Wagner directed the herculean LIPA effort to share the event with local television throughout the West by getting up on satellite with a weekend march that ended after midnight in the East.

A big-name casino owner, William G. Bennett of Circus Circus, has been sending his hotel's food truck to feed the strikers three times a day to express his outrage at the greedy refusal of Marge Elardi and her two sons to meet the baseline standards of decency of almost all the other employers on The Strip.

Further support for the strikers showed up loud and clear in the greetings the city gave the marchers. To accommodate the marchers, the police shut down one lane of the main boulevard even though it was rodeo time, one of the biggest weekends of the year.

Harrah's waived its exclusive rights so the country group Stetson could perform for the rally; the Sands Hotel greeted union guests with the message: we know "the Frontier employees appreciate all your help in these trying times." The Blues Brothers, one of the town's hottest acts, also entertained.

Labor troubadour Anne Feeney provided a searing summary of the day's message with songs like "That's Elardi" and a musical identification of "the alien life forms" that tear a community apart, the "reptilians known as S C A B S."

Machinists President George Kourpias, AFSCME Secretary-Treasurer William Lucy and others came with big checks for the strikers' Christmas fund, and HERE Vice President Tommy Hanley announced Local 1 has canceled its Chicago Christmas party to donate its cost to the Frontier strikers.

Other union officials attending included President Robert A. Georgine of the Building and Construction Trades Department; Mark Tully Massagli of the Musicians; Bob Irvin of the Train Dispatchers; Marshall Hicks of the Utility Workers; A. L. Mike Monroe of the Painters; and Jake West of the Ironworkers.

HERE photo

**Unionists** from across the country rally in support of Frontier hotel strikers, who gathered on stage.

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AFL-CIO NEWS

# INSIDE


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Representatives of organized labor told the Clinton administration's economic conference that gains from increased productivity should be shared with American workers.

2 ***Unions hail choice of Reich for DOL***

Calling him "exceptionally well qualified," the AFL-CIO praised the selection of Robert Reich as secretary of labor and pledged to work with him to better the lot of workers.

3 ***AFL-CIO cautions on health schemes***

The AFL-CIO opposes proposals to tax employer-provided health benefits and warns that "managed competition," the latest fad in health care reform, is not likely to halt rising costs.

4 ***DPE believes future wears white collars***

Representatives of 33 unions explored new ways to organize and serve white-collar workers at a conference sponsored by the AFL-CIO Department for Professional Employees.

5 ***World conference looks to janitors***

Solidarity with community groups and with unions across national borders is critical to a successful organizing drive for maintenance workers, a FIET world conference is told.

6 ***Unemployment data hide lack of jobs***

Despite a modest drop in the unemployment rate in November, the new jobs were mainly in part-time work, self-employment and unpaid family work, not full-time jobs.


UNION YES

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